



**CITY OF ELK GROVE  
CITY COUNCIL STAFF REPORT**

**AGENDA TITLE:** A Public Hearing to consider 1) a resolution adopting the Budget for Fiscal Year 2026-27 and the Capital Improvement Program for Fiscal Year 2026-27 through Fiscal Year 2030-31, setting the Annual Appropriations Limit, and adopting the Fiscal Year 2026-27 Investment Policy; and 2) a resolution ratifying amendments to the Elk Grove Police Managers’ Association and Elk Grove Police Officers Association Memorandums of Understanding, and authorizing the City Manager to amend the Unrepresented Compensation Policy and adopting an updated City-Wide Salary Schedule

**MEETING DATE:** June 10, 2026

**PREPARED BY:** Nathan Bagwill, Budget Manager

**DEPARTMENT HEAD:** Rajneil Prasad, Finance Director

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**RECOMMENDED ACTION:**

Staff recommends that the City Council conduct a public hearing to receive information from staff and comments from the public and take the following actions:

- 1) Adopt a resolution adopting the Budget for Fiscal Year 2026-27 and the Capital Improvement Program for Fiscal Year 2026-27 through Fiscal Year 2030-31, setting the Annual Appropriations Limit, and adopting the Fiscal Year 2026-27 Investment Policy; and
- 2) Adopt a resolution ratifying amendments to the Elk Grove Police Managers’ Association and Elk Grove Police Officers Association Memorandums of Understanding, authorizing the City Manager to amend the Compensation Policy for Unrepresented Employees, and adopting an updated City-Wide Salary Schedule.

## **DISCUSSION:**

The Proposed FY 2026-27 Budget reflects the City's continued commitment to maintaining high-quality municipal services, investing in critical infrastructure, supporting public safety operations, and preserving long-term fiscal sustainability. The budget is structurally balanced, incorporates the City's five-year financial forecast, funds priority capital improvement projects, includes compensation adjustments to support competitive employee recruitment and retention, and maintains reserve levels consistent with City Council policy. The proposed budget totals \$491 million across all funds, including a General Fund budget of \$107.5 million. Based on current assumptions, the City remains well-positioned to meet anticipated operational and capital obligations while maintaining the financial flexibility necessary to address future economic conditions and service demands.

Staff will present an overview and analysis of the Proposed Fiscal Year (FY) 2026-27 Budget and five-year funding forecast. The City Council can consider, comment, and provide direction to modify and/or adopt the FY 2026-27 Budget and FY 2026-27 through FY 2030-31 Capital Improvement Program (CIP), set the annual appropriations limit, and adopt the FY 2026-27 Investment Policy via resolution, and may approve actions related to employee agreements and adoption of an updated City-Wide Salary Schedule.

### **Fiscal Year 2026-27 Budget**

The City Manager presented highlights from the proposed FY 2026-27 Budget at the City Council meeting on May 27, 2026. At the June 10, 2026, Council meeting, staff will provide further details of the Budget including:

- Public Outreach Efforts
- Capital Improvement Program (CIP) Highlights
- General Fund Details
- Five Year Forecasts
  - General Fund
  - Special Revenue and Enterprise Fund Forecasts

### **Five-Year Capital Improvement Program 2027-2031**

The CIP is a multi-year program that includes forecasts of anticipated capital improvement expenditures and links the project development process with the City's fiscal planning process. The estimated expenditures shown in the first year of the CIP comprise the Capital Budget for the upcoming fiscal year (FY 2026-27), which the City Council may adopt as part of the Annual Budget.

## **Appropriations Limit**

The FY 2026-27 appropriations limitation established pursuant to Article XIII-B of the California Constitution is \$168,114,516. After accounting for allowable exclusions, appropriations subject to this limitation total \$124,143,496, which is \$43,971,020 below the City's appropriations limit.

## **Investment Policy**

The proposed updates to the City's Investment Policy modernize and clarify the City's investment practices while ensuring compliance with state law. The changes would provide additional flexibility in how the City manages its investments, including allowing certain investments to be held for longer periods, updating allowable financial institutions and investment types, and aligning policy language with current legal requirements. The updates also strengthen transparency by expanding treasury reporting requirements to include monthly transaction reporting.

## **Salary Schedule**

The updated Salary Schedule (Exhibit C to Attachment 2 Resolution) incorporates salary and market salary adjustments, which shall be effective the first full pay period in July consistent with the City's Memorandums of Understanding (MOU) with the Elk Grove Police Officers Association and the Elk Grove Police Managers' Association, and the City's Compensation Policy for Unrepresented Employees.

## **Amendments to Memorandums of Understanding for PMA and POA:**

The proposed Budget includes funding for an additional 1% salary increase above the increases already authorized under existing labor agreements and the Unrepresented Compensation Policy, which shall be effective July 12, 2026.

Staff recommends that the City Council ratify the First Amendment to the Elk Grove Police Managers' Association (PMA) Memorandum of Understanding, and the Fifth Amendment to the Police Officers Association (POA) Memorandum of Understanding, which would authorize this increase for represented employees. Staff is also requesting that the City Council authorize the City Manager to amend the Compensation Policy for Unrepresented Employees, established pursuant to Resolution No. 2023-186, to provide the same increase for unrepresented employees. This action supports the City's commitment to maintaining competitive compensation and recognizing employee contributions and service to the community.

### **ALTERNATIVE ACTIONS:**

The Council could elect not to adopt the proposed Budget and Five-Year Capital Improvement Program and related actions. Staff does not recommend this alternative since the Budget must be adopted before the start of the new fiscal year that begins on July 1, 2026. The Council may adopt the Budget at its June 10, 2026, meeting or continue the item for further discussion and final action on June 24, 2026. If the Budget is not adopted before July 1, 2026, the City must operate on a continuing resolution of the prior fiscal year's Budget (FY 2025-26) until a Budget for FY 2026-27 is formally adopted.

### **FISCAL IMPACT:**

The Proposed FY 2026-27 Budget totals approximately \$491 million across all funds, including a General Fund budget of approximately \$107.5 million. The Budget incorporates operating expenditures, capital improvement projects, debt service obligations, and reserve requirements necessary to support City operations and long-term financial stability. Detailed budget information is provided in the Budget Transmittal Letter and Proposed Budget document included with this agenda item.

### **ATTACHMENTS:**

1. Resolution adopting the FY 2026-27 Budget, 2026-2031 Capital Improvement Program, and the FY 2026-27 Investment Policy
  - a. Exhibit A: FY 2026-27 Investment Policy
2. Resolution ratifying amendments to the Elk Grove POA and Elk Grove PMA Memorandums of Understanding, authorizing amendments to the Compensation Policy for Unrepresented Employees, and adopting an updated City-wide Salary Schedule
  - a. Exhibit A: First Amendment to the EGPOA MOU
  - b. Exhibit B: Fifth Amendment to the EGPMA MOU
  - c. Exhibit C: City-Wide Salary Schedule
3. FY 2026-27 Budget Transmittal Letter
4. Copies of the FY 2026-27 Proposed Budget and 2026-2031 Capital Improvement Program are available at the Office of the City Clerk, local libraries, and online at:  
[City of Elk Grove Proposed FY26-27 Budget 2026-2031 Capital Improvement Program](#)
5. Compensation Policy for Unrepresented Employees

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE  
ADOPTING THE FISCAL YEAR 2026-27 BUDGET AND THE CAPITAL  
IMPROVEMENT PROGRAM FOR FISCAL YEARS 2026-27 THROUGH 2030-31,  
SETTING THE ANNUAL APPROPRIATIONS LIMIT, AND ADOPTING THE  
FISCAL YEAR 2026-27 INVESTMENT POLICY**

**WHEREAS**, the City Manager has submitted the Fiscal Year 2026-27 Budget to the City Council for consideration and comment; and

**WHEREAS**, the Fiscal Year 2026-27 Budget was prepared in accordance with the City Council's goals, Departmental Work Plans, budget assumptions, and policies; and

**WHEREAS**, the Fiscal Year 2026-27 Budget is balanced and does not require additional taxes or withdrawals from reserves for appropriations; and

**WHEREAS**, Article XIII B of the California State Constitution and Government Code Section 7910 requires a city to establish its appropriations limit for each fiscal year.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby:

- A. Adopts the FY 2026-27 Budget and the FY 2026-27 through FY 2030-31 Capital Improvement Program as defined in Section 2.1 of this resolution and sets the Appropriations Limit as described in Section 6.1 of this resolution and presented on June 10, 2026.
- B. Authorizes the City Manager to exercise the authority and undertake the responsibilities set forth in Sections 1 through 9 of this resolution to implement the Approved Budget.
- C. Adopts the FY 2026-27 Investment Policy attached hereto as Exhibit A and incorporated by this reference.

**SECTION 1. SCOPE**

- 1.1 This resolution defines the authority and responsibilities of the City Manager in implementing the FY 2026-27 Approved Budget of the City of Elk Grove.

**SECTION 2. DEFINITIONS**

- 2.1 "Approved Budget" or "Adopted Budget" refers to and encompasses all appropriations and budgeted revenues contained in the following document: the FY 2026-27 Adopted Budget as published and presented to and approved by the City Council. The terms "Approved Budget" and "Adopted Budget" are used interchangeably within this resolution.
- 2.2 The "Amended Budget" is after the Adopted or Approved Budget and encompasses any adjustments to appropriations or budgeted revenues after adopting this resolution.
- 2.3 "City Manager" means the City Manager or, if so designated, the Finance Director or the Budget Manager.

### **SECTION 3. AUTHORIZED APPROPRIATIONS**

- 3.1 The City Manager is authorized to make any appropriation and resource adjustments to the Adopted Budget based on the direction the City Council gave during the Council agenda item that results in the City Council's action to approve and adopt the Budget.
- 3.2 The City Manager is authorized to establish the appropriations limits and staffing as indicated in the Adopted or Amended Budget.
- 3.3 Adjustments to appropriations or budgeted revenues that result in an increase or decrease to the City's total expenditure budget or total revenue budget are considered an Amendment and must be approved by the City Council unless such authority is granted to the City Manager within this resolution.
- 3.4 Expenditures shall not exceed the Adopted or Amended Budget for any fund.
- 3.5 The City Manager, or designee, is authorized to transfer and reallocate appropriations and corresponding revenues within the same fund between departments, divisions, and expenditure categories, including Compensation (Personnel Services) and Operating Expenditures, provided that such actions do not increase total appropriations for the fund. Such reallocations may include the use of compensation (personnel savings), provided that total appropriations within the fund are not increased, no new positions are created beyond those authorized by the City Council, and no new programs or expanded service levels are established. Transfers between funds shall require City Council approval, except as otherwise authorized for "Like Funds" as defined in Section 3.6.
- 3.6 The City Manager is authorized to approve operating appropriation and revenue transfers between like funds. "Like Funds" are essentially a group of funds with mutual financial association that serve a common purpose and are explicitly defined as follows:
  - a. Like funds within the General Fund are 101, 105, 106.
  - b. Like funds within the Recycling and Waste Enterprise are 501, 502 and 506.
  - c. Like funds within the Capital Improvement Federal Grants program are 301 and 351.
  - d. Like funds within the Capital Improvement State Grants program are 302 and 352.
- 3.7 The City Manager is authorized during the fiscal year to amend the budget of a Capital Improvement Grant amount, Federal or State, in Funds 301, 302, 351, and 352 to reflect the actual award amount at the time of disbursement if the amount differs from the amount budgeted.
- 3.8 Appropriations within the City's Asset Seizure funds can be amended based on available funds during the Fiscal Year if authorized by the City Manager.
- 3.9 Capital Outlay appropriation transfers within the same Capital Improvement Program Project, Minor Public Works Project, or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) within the same fund must be authorized by the City Manager.

- 3.10 Capital Outlay appropriation transfers from a Capital Improvement Program Project to another Capital Improvement Program Project must be approved by the City Council unless such authority is granted to the City Manager within this resolution or in other prior Council resolutions.
- 3.11 Capital Outlay appropriation transfers from a Capital Improvement Program Project to another Capital Improvement Program Project within the Pavement Rehabilitation program (WPR), where both projects are within the same fund, must be approved by the City Manager.
- 3.12 Capital Outlay appropriation transfers from a Minor Public Works Project or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) to a Capital Improvement Program Project where both projects are within the same fund must be approved by the City Manager.
- 3.13 The City Manager is authorized during the fiscal year to amend the budget of a Capital Improvement Program Project that has been completed to reduce the remaining budget in that completed project to zero.
- 3.14 The City Manager is authorized during the fiscal year to amend the budget of a Minor Public Works Project or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) that has been completed to reduce the remaining budget in that completed project or study to zero.
- 3.15 If inconsistencies in the Adopted Budget document result in incorrect adopted budget amounts being implemented, the City Manager is authorized to amend those Adopted Budget amounts to correct such inconsistencies based on staff's conclusion and determination of the correct budgeted amount(s).
- 3.16 The City Manager is authorized during the fiscal year to amend interfund loan principal and interest transfer-out expenditure budgets and corresponding transfer-in revenue budgets in Funds 261, 265, 315, 324, 330, 331, 332, 344 associated with the interfund loans authorized via City Council Resolution No. 2019-025 on February 13, 2019, Agenda Item No. 10.1 based on actual revenue activity in those funds. The ability to repay and accelerate interfund loan payments is contingent upon available funds to make debt service payments.
- 3.17 The City Manager is authorized during the fiscal year to amend the transfer-out expenditure budget in the Laguna Ridge Parks Fee Fund (Fund 360) and corresponding transfer-in revenue budgets in the General Fund, Poppy Ridge Community Facilities District Fund (Fund 343), and Laguna Ridge Community Facilities District Fund (Fund 344) to reimburse funds 343 and 344 for any year that these funds contributed toward debt service payments in the Debt Service Elk Grove Finance Authority – District56 Nature Area and Old Town Plaza Fund (Fund 407). Amending the budget for such reimbursements is contingent upon available funds in Fund 360 to pay those reimbursements.
- 3.18 The City Manager is authorized to amend budgeted revenues and expenditures in the Police Extra-Duty Fund (Fund 213) during the fiscal year based on actual revenue and expenditure activity and available funding.

- 3.19 The City Manager is authorized to jointly amend the transfer-out expenditure budget in the General Fund and the transfer-in revenue budget in the Police Extra-Duty Fund (Fund 213) during the fiscal year to subsidize any deficit in Fund 213 as a result of actual extra-duty costs being greater than the actual extra-duty rate revenues being received over-time.
- 3.20 In accordance with section 2.0.5 of the Fund Balance Reserve Policy, the City Manager is authorized to amend the current fiscal year's General Fund transfer-out expenditures budget and the transfer-in revenue budgets in the Capital Reserve Fund (Fund 106) and Economic Development Fund (Fund 105), and Pension Trust Fund by an increase in the amount of reserves needed to be transferred as directed by the policy.
- 3.21 Appropriations within the City's Animal Services Donations Fund (Fund 735) can be amended based on available funds during the Fiscal Year if authorized by the City Manager.
- 3.22 The City Manager is authorized to amend the revenue and expenditure budgets within the Planning, Building, and Development Engineering Divisions of the Development Services Fund for "Pay When Paid" and "Flat Fee" activities during the fiscal year to align with actual planning and development activity. Revenues and expenditures in these divisions are based on billable hours of work performed on private infrastructure development projects that can vary significantly annually. The timing of and progress toward completion of planning and development engineering activities for private infrastructure development projects are highly unpredictable and difficult to project.
- 3.23 The City Manager is authorized to amend the interest investment earning revenue budget in the Disaster Relief Fund (Fund 240) during the fiscal year to reflect actual revenue activity and is also authorized to increase the expenditure budget, in alignment with interest investment earning revenue activity, with the intent of spending the investment revenue.
- 3.24 The City Manager is authorized to amend the revenue and/or expenditure budget during the fiscal year in the General Fund and the Strategic Planning Grants Fund (Fund 247) as necessary to migrate activity from the General Fund to Fund 247 and reconcile grant budgets among various awards.
- 3.25 The City Manager is authorized to amend the Risk Management Fund (Fund 601) expenditure budget during the fiscal year to accommodate unexpected risk-related expenses, liabilities, and losses including, but not limited to settlements, judgments, fines, penalties, legal costs, claims, and other associated payments.
- 3.26 The City Manager is authorized to amend revenue and expenditure budgets during the fiscal year in Funds purposed for grant activities associated with grant funding that is awarded to the City on a cyclical basis (e.g., annually, bi-annually, etc.) to align with actual award activity in those funds.
- 3.27 The City Manager is authorized to jointly amend the revenue and expenditure budget during the fiscal year in a Fund purposed for grant activity by an increase to return previously awarded grant funds back to a granting agency, per the request or direction of that granting agency.

- 3.28 The City Manager is authorized to amend the American Rescue Plan Act (ARPA) revenue and expenditure budgets during the fiscal year as necessary to plan for all activity associated with ARPA funding until all ARPA revenues and expenditures are fully recorded.
- 3.29 The City Manager is authorized to amend the revenue and expenditure budget in the Measure E Fund (Fund 109) during the fiscal year as necessary to align with actual revenue and expenditure activity and to satisfy any obligations or commitments made by the City to the Cosumnes Community Services District.
- 3.30 The City Manager is authorized to amend budgeted revenues and expenditures in the Opioid Settlement Fund (Fund 209) during the fiscal year based on actual revenue and expenditure activity and available funding.
- 3.31 The City Manager is authorized to amend the current fiscal year's revenue and expenditure budgets as necessary to recognize and appropriate revenues received by the City, including but not limited to sponsorships, donations, grants, reimbursements, contributions and other external funding sources , provided that any corresponding increase in expenditure authority is fully offset by the receipt of such revenues and results in no net fiscal impact to the City.
- 3.32 The City Manager, or designee, is authorized to make budget-neutral transfers of revenues and corresponding expenditure appropriations between funds, departments, divisions, and organizational units into the Special Revenue Fund (Fund 211), as necessary to support proper budgeting, accounting, and financial reporting of eligible activities and programs. Such transfers shall be limited to amounts previously authorized by the City Council and shall not increase total City expenditures beyond Council-approved appropriations.

#### **SECTION 4. STAFFING AND COMPENSATION INCREASES**

- 4.1 Any augmentation to Position Control or the City-Wide Salary Schedule beyond what is authorized and/or accounted for in the Adopted or Amended Budget must be approved by the City Council.

#### **SECTION 5. UNSPENT APPROPRIATIONS AND ENCUMBRANCES**

- 5.1 All appropriations in the FY 2025-26 Budget which remain unencumbered or unexpended on June 30, 2026, shall revert to the fund balance of the respective funds upon the closing of the fiscal year, except for those outlined in section 5.3 of this resolution.
- 5.2 All outstanding purchase order commitments on June 30, 2026, and associated appropriations, are hereby continued for FY 2026-27 until the fiscal year-end close occurs.
- 5.3 Unencumbered or unexpended appropriations:
  - a) Unencumbered or unexpended Capital Outlay appropriations within the Capital Improvement Program, Minor Public Works Projects, and Studies in FY 2025-26 are eligible to be re-authorized in FY 2026-27 by project and by fund in addition to the adopted Capital Outlay appropriations in the FY 2026-27 Budget.

- b) Unencumbered or unexpended appropriations for Facilities project expenditures in Funds 106 and 605 (Building and non-Building improvements) are eligible to be re-authorized in FY 2026-27 by project and by fund.
- c) Unencumbered or unexpended appropriations in the City’s Asset Seizure funds are eligible to be re-appropriated in FY 2026-27.
- d) Any FY 2025-26 encumbered purchase orders included in the calculation of FY 2025-26 year-end projected expenditures in which the City Manager determines that the authorized equipment, goods and services are needed for continued and efficient City operations are authorized to be re-appropriated and ‘rolled over’ to FY 2026-27.
- e) Unencumbered or unexpended appropriations in Fund 242 State Homeless Appropriation are eligible to be re-appropriated in future Fiscal Years.
- f) Unencumbered or unexpended appropriations in Fund 285 Neighborhood Stabilization are eligible to be re-appropriated in future Fiscal Years.

<b>Project Number</b>	<b>Project Name</b>
AP0002	Rural Area Community Plan
AP0004	Electrification Planning
AP0005	Regional Infrastructure Planning
AP0006	Regional Retail Rezoning
AP0007	Objective Design Standards 2.0
AP0008	2028 General Plan Update
AP0009	Tree Regulations Update
AP0010	Historical Registry round 2
AP0011	Park Transfer
AP0012	Housing Element 2029
SP0003	Old Town Special Planning Area Update 2020
SP0004	Civic Center North Master Planning
SP0007	Smart City
SP0010	Southeast Industrial Infrastructure
SP0013	2024 Climate Action Plan
SP0014	Trails Wayfinding
SP0015	Trails Master Plan Update
SP0017	Transit Alternatives Analysis
SP0018	Senior Group Pass Program
SP0019	Library Reuse Program
SP0020	Climate Compass Implementation
SP0021	E-Bike Lending Library
SPG001	Bloomberg
SPG011	Mode Shift Grant (E-Bike Lending Library)
SPG013	Vision Zero / Safe Streets and Roads for All
SPG016	Heat Resilient
ZC2026	Zone Code 2026 update

- g) Unencumbered or unexpended appropriations from the Civic Summer grant, awarded by the Institute for Local Government, are eligible to be re-appropriated in FY 2026-27.
- h) Reaffirms the authorization received in Grant authorization resolutions that unencumbered or unexpended appropriations and unrecognized budgeted revenues from non-capital project Grants are approved for re-budgeting in subsequent fiscal years if any Grant funds were not expended or earned in a prior fiscal year.
- i) Unencumbered or unexpended appropriations in the Affordable Housing Fund (Fund 242) and Self Insurance Fund (Fund 601) relative to the City's settlement for the Oak Rose project are eligible to be reappropriated in FY 2026-27.
- j) Unencumbered or unexpended appropriations in the Drainage Fund (Fund 503) for the Storm Drain Master Plan Project Update are eligible to be re-authorized in FY 2026-27.
- k) Unencumbered or unexpended appropriations, and unrecognized budgeted revenues, within the Strategic Planning and Innovation/Civic Innovation and Sustainability as well as Housing Divisions of the General Fund, Strategic Planning Grants Fund, the Development Fund, Transit Fund, Measure E funds, and the Gas Tax Fund that are associated with Special Projects are eligible to be re-budgeted in FY 2026-27.

## **SECTION 6. APPROPRIATION LIMITS**

- 6.1 The appropriations limitation established for the City of Elk Grove for Fiscal Year 2026-27 is \$168,114,516. After accounting for allowable exclusions pursuant to Article XIII-B of the California Constitution, appropriations subject to limitation for Fiscal Year 2026-27 total \$124,143,496, which is below the City's appropriations limitation.
- 6.2 The City of Elk Grove selected the growth in California Per Capita Personal Income method to determine the cost-of-living factor for Fiscal Year 2026-27. Per the California Department of Finance, the growth in California Per Capita Personal Income is 4.95%, resulting in a cost-of-living factor of 1.0495. The annual percent change in population for the City of Elk Grove is 2.07%, which exceeds the annual percent change in population for Sacramento County of 0.59%; therefore, the City population growth factor of 1.0207 was selected. The combined adjustment factor for the appropriations limit is calculated by multiplying the cost-of-living factor (1.0495) by the population factor (1.0207), resulting in an adjustment factor of 1.0712.

## **SECTION 7. MID-YEAR PERFORMANCE AND FINANCIAL REPORT**

- 7.1 The City Council shall be provided a Mid-Year Financial Report including a revised estimate of the financial condition of operating funds, prior year actual fund balances, revised estimated revenues and expenditures, projected ending fund balances or deficits, and recommendations for eliminating any projected fund deficits if applicable.

**SECTION 8. MISCELLANEOUS CONTROLS / CONSIDERATIONS**

- 8.1 The City Manager is authorized to amend budgets and journal activity between the Roadway Fee Fund (Fund 328) and the Community Facilities District 2002-1 East Franklin Fund (Fund 341) associated with Capital Improvement Program projects related to improvements on and around Kammerer Road to take advantage of prioritized funding from more restricted funding sources over less restricted funding sources.
- 8.2 The City Manager is authorized to prepay the City’s annual CalPERS Unfunded Accrued Liability payments in a lump sum consistent with the FY 2026-27 budget.
- 8.3 The indirect cost rates, as detailed in the City of Elk Grove General Cost Allocation Plan, Internal Service Allocation Plan, and Capital Improvement Program Cost Allocation Plan, shall be charged to departments and capital projects as project funding and regulations permit.

**SECTION 9. REQUESTED CHANGES TO FY 2025-26 BUDGET AUTHORITY**

- 9.1 The City Manager is authorized to amend the FY 2025-26 revenue and expenditure budgets for account associations (line items) containing “contra” object codes by decreasing the budgeted amounts to zero. Contra account associations are used as an internal accounting tool to balance loan principal payment payables and receivables in journal vouchers that process interfund loan payments and repayments. The activity in these account associations does not reflect any actual revenues being received by the City or any actual goods or services provided to residents.

This resolution will take effect immediately.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 10<sup>th</sup> day of June 2026

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BOBBIE SINGH-ALLEN, MAYOR of the  
CITY OF ELK GROVE

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
JASON LINDGREN, CITY CLERK

\_\_\_\_\_  
JONATHAN P. HOBBS,  
CITY ATTORNEY

# CITY OF ELK GROVE



## INVESTMENT POLICY Fiscal Year 2026-27

# CITY OF ELK GROVE INVESTMENT POLICY

## I. PURPOSE

This statement is intended to provide guidelines for the prudent investment of the City's surplus money in its treasury (hereinafter "Investment Cash") and to outline policies for maximizing the efficiency of the City's Investment Cash management system. The ultimate goal is to enhance the City's economic status while protecting its pooled Investment Cash.

## II. POLICY

It is the policy of the City of Elk Grove to invest public funds in a manner that will provide a sound investment return with maximum security while meeting the City's daily cash flow demands and conforming to all state and local statutes governing the investment of public funds. The City of Elk Grove's investment policy has three objectives: (1) protect principal, (2) provide for liquidity needs, and (3) obtain the most reasonable rate of return possible within the first two objectives. The City operates its investment activities under the "prudent investor" standard (see discussion below). This affords a broad spectrum of investment opportunities so long as the investment is deemed prudent and permissible under current state and local law.

## III. SCOPE

This investment policy applies to all liquid financial assets of the City of Elk Grove and investment activities under the direct authority of the City, as outlined in the State Government Code, Sections 53600 et seq., with the following exceptions:

- Proceeds of debt issuance shall be invested following the City's general investment philosophy as outlined in this policy; however, such proceeds are to be invested according to the permitted investment provisions of their specific bond indentures.
- The City's OPEB funds shall be invested per its separate investment policy.

## IV. PRUDENT INVESTOR STANDARD

The City Council and all persons authorized to make investment decisions on behalf of the City are trustees and, therefore, fiduciaries subject to the prudent investor standard. When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, prudence, and diligence under the circumstances then prevailing, including but not limited to the general economic conditions and the anticipated needs of the City, that a prudent person acting in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the City. Within the limitations of this section and considering individual investments as part of an overall strategy, investments may be acquired as authorized by law.

The City recognizes that market prices of securities will vary depending on economic and interest rate conditions at any point in time. It is further recognized that in a well-diversified investment portfolio, occasional sales and measured gains or losses may be inevitable and must be considered within the context of the overall investment program objectives and the resultant long-term rate of return.

The City Treasurer and other individuals assigned to manage the investment portfolio, acting within the intent and scope of the investment policy and other written procedures and exercising due diligence, shall be relieved of personal responsibility and liability for an individual security's credit risk or market price changes, provided deviations from expectations are reported promptly, and appropriate action is taken to control adverse developments.

## **V. OBJECTIVES**

The City's cash management system is designed to monitor and forecast expenditures and revenues accurately, thus enabling the City to invest Investment Cash to the fullest extent possible. The City strives to obtain the most reasonable return possible as long as investments meet the criteria for safety and liquidity.

### **Safety**

The foremost objective of the investment program is the safety of principal. Accordingly, City investments shall be undertaken to ensure the preservation of principal in the overall portfolio. To attain this objective, diversification is required so that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

### **Liquidity**

The City's investment portfolio shall remain sufficiently liquid to enable the City to meet all reasonably anticipated operating requirements. This goal shall be achieved by maintaining a prudent portion of the City's portfolio in liquid, short-term instruments that can readily be converted to cash if necessary.

### **Return on Investment**

The City's investment portfolio shall be designed to attain a market rate of return throughout budgetary and economic cycles commensurate with the City's investment risk constraints and the portfolio's cash flow characteristics. Accordingly, the City will attempt to obtain the most reasonable return possible when selecting an investment, provided the criteria for safety and liquidity are met.

## **VI. DELEGATION OF AUTHORITY**

California Government Code, Sections 41006 and 53600 et seq., gives the City authority to manage its investment program.

The City Council is responsible for managing the City's funds, including administering this investment policy. Per California Government Code Section 53607, the Elk Grove City Council has authorized the City Treasurer to invest on behalf of the City, to manage the City's investment program consistent with this investment policy, and to maintain a system of internal controls to regulate the activities of subordinate officials. Such procedures will include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the Treasurer.

The City may engage the services of one or more external investment advisers registered under the Investment Advisers Act of 1940 to assist in managing its investment portfolio in a manner consistent with its objectives. Following this investment policy, external investment advisers may be granted discretion to purchase and sell investment securities.

## **VII. PUBLIC TRUST**

All participants in the investment process shall act as custodians of the public trust. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation. The overall program shall be designed and managed with a degree of professionalism that is worthy of the public trust. In a diversified portfolio, occasional measured losses are inevitable and must be considered within the context of the overall portfolio's investment return, provided that adequate diversification has been implemented.

## **VIII. ETHICS AND CONFLICTS OF INTEREST**

Officers and employees involved in the investment process shall refrain from personal business activity that conflicts with the proper execution of the investment program or impairs their ability to make impartial investment decisions. Officers and employees shall disclose to the City Treasurer any material interests in financial institutions with which they conduct business. They shall further disclose any significant personal financial/investment positions that could be related to the investment portfolio's performance. Officers and employees shall also refrain from undertaking any personal investment transactions with the same individual with whom business is conducted on behalf of the City. Additionally, the City Treasurer (Finance Director) and other key finance personnel must annually file applicable financial disclosures as required by the Fair Political Practices Commission (FPPC).

## **IX. QUALIFIED FINANCIAL INSTITUTIONS, DEPOSITORIES, AND BROKER/DEALERS**

To the extent practicable, the City Treasurer shall endeavor to complete investment transactions using a competitive bid process whenever possible. The City Treasurer will determine which financial institutions are authorized to provide investment services to the City. The City shall transact business only with qualified banks, savings and loans, and broker/dealers. The City Treasurer shall maintain procedures for establishing a list of authorized brokers/dealers and financial institutions approved for investment purposes, selected through a process of due diligence as determined by the City Treasurer. Due inquiry shall assess whether such authorized broker/dealers, and the individuals covering the City are reputable and trustworthy, knowledgeable and experienced in Public Agency investing, and able to meet all their financial obligations. These institutions may include "primary" dealers or regional dealers that qualify under Securities and Exchange Commission (SEC) Rule 15c3-1 (uniform net capital rule).

Per Section 53601.5, institutions eligible to transact investment business with the City include:

- Institutions licensed by the state as a broker-dealer.
- Institutions that are members of a federally regulated securities exchange.
- Primary government dealers as designated by the Federal Reserve Bank and non-primary government dealers.
- Savings association or federal association (as defined in Section 5102 of the Financial Code).
- Nationally or state-chartered banks.
- The Federal Reserve Bank.
- Direct issuers of securities eligible for purchase.

The selection of financial institutions and brokers/dealers authorized to engage in transactions will be at the sole discretion of the City, except where the City utilizes an external investment adviser, in which case the City may rely on the adviser for selection. The City shall send a copy of the current investment policy to all broker/dealers approved to do business with the City. Confirmation of receipt of this policy shall be considered evidence that the dealer understands the City's investment policies and intends to sell the City only appropriate investments authorized by this investment policy.

Public deposits will be made only in qualified public depositories established by State law. Deposits will be insured by the Federal Deposit Insurance Corporation or, to the extent that the amount exceeds the insured maximum, collateralized per State law.

The selection of brokers/dealers used by an external investment adviser retained by the City will be at the sole discretion of the adviser. Where possible, transactions with broker/dealers shall be selected competitively, and their bid or offering prices shall be recorded. If there is no other available competitive offering, best efforts will be made to document quotations for comparable or alternative securities. When purchasing original issue instrumentality securities, no competitive offerings will be required as all dealers in the selling group offer those securities at the same original issue price.

## **X. AUTHORIZED INVESTMENTS**

Investment of City funds is governed by the California Government Code Sections 53600 et. seq. Within the context of code limitations, the following investments and their respective additional limitations are authorized as listed below. If a discrepancy between this policy and the Code is found, the more restrictive parameters will take precedence. Percentage holding limits and minimum credit criteria listed in this section apply when the security is purchased.

Any investment currently held when the policy is adopted that does not meet the new policy guidelines can be held until maturity and shall be exempt from the current policy. At the time of the investment's maturity or liquidation, such funds shall be reinvested only as provided in the current policy.

Purchasing high-quality, liquid, and marketable securities shall maintain an appropriate risk level. In addition, the portfolio shall be diversified by security type and institution to avoid incurring unreasonable and avoidable risks regarding specific security types or individual issuers.

1. United States Treasury Bills, Bonds, and Notes are those for which the full faith and credit of the United States are pledged to pay principal and interest. There is no dollar amount or percentage limitation of the portfolio that can be invested in this category, provided that the maximum maturity is seven (7) years.

2. Federal Agency or United States government-sponsored enterprise obligations, participations, or other instruments, such as but not exclusively issued by the Government National Mortgage Association (GNMA), the Federal Farm Credit System (FFCB), the Federal Home Loan Bank Board (FHLB), the Federal National Mortgage Association (FNMA), and the Federal Home Loan Mortgage Association (FHLMC) whose principal and interest are fully guaranteed by federal agencies or United States government-sponsored enterprises. There is no dollar amount or percentage limitation of the portfolio that can be invested in this category, provided that no more than 30% of the portfolio may be invested in any single Agency/GSE issuer. The maximum maturity does not exceed seven (7) years. The maximum percent of agency callable securities in the total portfolio will be 20%.

3. Local Agency Investment Fund (LAIF), a State of California-managed investment pool, may be used as permitted by California State Government Code, Title 2, Division 4, Part 2, Chapter 2, Article 11, commencing with section 16429.1. The City may invest up to the maximum amount permitted by LAIF. LAIF's investments in instruments prohibited by or not specified in the City's policy do not exclude the investment in LAIF itself from the City's list of authorized investments, provided LAIF's reports allow the Treasurer to adequately judge the risk inherent in LAIF's portfolio.

4. Shares of Beneficial Interest issued by a Joint Powers Authority.

Investments in any one fund or in the aggregate of this investment type shall not exceed 30% of the City's total portfolio at the time of purchase.

Shares of beneficial interest issued by a joint powers authority organized pursuant to Section 6509.7 that invests in the securities and obligations authorized in subdivisions (a) to (r), inclusive. Each share shall represent an equal proportional interest in the underlying pool of securities owned by the joint powers authority. To be eligible under this section, the joint powers authority issuing the shares shall have retained an investment adviser that meets all of the following criteria:

- (1) The adviser is registered or exempt from registration with the United States Securities and Exchange Commission.
- (2) The adviser has not less than five years of experience investing in the securities and obligations authorized in subdivisions (a) to (q), inclusive.
- (3) The adviser has assets under management in excess of five hundred million dollars (\$500,000,000).

5. Bills of exchange or time drafts drawn on and accepted by commercial banks, otherwise known as Bankers' Acceptances, provided that they are issued by institutions that have short-term debt obligations rated "A-1" or its equivalent or better by at least one nationally recognized statistical rating organization (NRSRO); or long-term debt obligations which are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Bankers' acceptances purchased may not exceed 180 days to maturity or 40% of the City's total portfolio at the time of purchase. Additionally, no more than 5% of the portfolio may be invested in any single issuer.

6. Commercial paper provided that the securities are issued by an entity that meets all of the following conditions in either paragraph (a) or (b) and other requirements specified below:

a) Securities issued by corporations:

- i. A corporation organized and operating in the United States with over \$500 million in assets.
- ii. The securities are rated "A-1" or its equivalent or better by at least one NRSRO.
- iii. If the issuer has other debt obligations, they must be rated in a rating category of "A" or its equivalent or better by at least one NRSRO.

b) Securities issued by other entities:

- i. The issuer is organized within the United States as a special purpose corporation, trust, or limited liability company.

- ii. The securities must have program-wide credit enhancements including, but not limited to, over-collateralization, letters of credit, or a surety bond.
- iii. The securities are rated “A-1” or its equivalent or better by at least one NRSRO.

Purchases of commercial paper may not exceed 25% of the City’s Investment Cash. Under a provision sunsetting on January 1, 2031, no more than 40% of the total portfolio may be invested in Commercial Paper if the Agency’s investment assets under management are greater than \$100,000,000, nor may those purchases exceed 397 days to maturity. In addition, investment in any one institution may not exceed more than 5% of the City’s total portfolio at the time of purchase.

7. Negotiable certificates of deposit issued by nationally or state-chartered banks, a savings association or federal association, a state or federal credit union, or by a federally-licensed or state-licensed branch of a foreign bank. The amount of the NCD insured up to the FDIC limit does not require any credit ratings. However, any amount above the FDIC-insured limit must be issued by institutions that have short-term debt obligations rated “A-1” or its equivalent or better by at least one NRSRO or long-term obligations rated in a rating category of “A” or its equivalent or better by at least one NRSRO. Purchases of negotiable certificates of deposit may not exceed 30% of the City’s total portfolio at the time of purchase. Investment in any one institution may not exceed more than 5% of the City’s total portfolio at the time of purchase. The maximum maturity may not exceed five (5) years.

8. Repurchase agreements that specify terms and conditions may be transacted with banks and broker/dealers. Repurchase agreements must be collateralized with securities authorized under the California Government Code. Investment in repurchase agreements may not exceed 20% of the City’s total portfolio at the date entered into. The maturity of the repurchase agreements shall not exceed 90 days. The market value of the securities used as collateral for the repurchase agreements shall be monitored by the investment staff and shall not be allowed to fall below 102% of the value of the repurchase agreement. A Master Repurchase Agreement must be executed with the bank or dealer before *investing* in a Repurchase Agreement.

9. Time deposits, non-negotiable and collateralized per the California Government Code, may be purchased through banks or savings and loan associations. Since time deposits are not liquid, no more than 25% of the total portfolio may be invested in this type of investment. Investment in any one institution may not exceed more than 5% of the City’s total portfolio at the time of purchase. The maximum maturity may not exceed five (5) years.

10. Medium Term Corporation Notes, provided that the issuer is a corporation organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States. The maximum maturity may not exceed five (5) years. Securities eligible for investment shall be rated in a rating category of “A” or its equivalent or better by at least one NRSRO. Purchase of medium-term notes may not exceed 30% of the City’s total portfolio at the time of purchase, and no more than 5% of the City’s total portfolio at the time of purchase may be invested in notes issued by any single issuer.

11. Shares of beneficial interest issued by diversified management companies that are mutual funds and money market mutual funds that are registered with the Securities and Exchange Commission under the Investment Company Act of 1940, provided that:

- A. Mutual Funds that invest in the securities and obligations as authorized under California Government Code, Section 53601 (a) to (k) and (m) to (q) inclusive and that meet either of the following criteria:
- i. Attained the highest ranking or the highest letter and numerical rating provided by not less than two (2) NRSROs or
  - ii. Have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with at least five years experience investing in the securities and obligations authorized by California Government Code, Section 53601, and with assets under management over \$500 million.
- No more than 10% of the total portfolio may be invested in shares of any mutual fund.
- B. Money Market Mutual Funds registered with the Securities and Exchange Commission under the Investment Company Act of 1940 and issued by diversified management companies and meet either of the following criteria:
- i. Have attained the highest ranking or the highest letter and numerical rating provided by not less than two (2) NRSROs or
  - ii. Have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with at least five years experience managing money market mutual funds with assets under management over \$500 million.
- No more than 20% of the total portfolio may be invested in the shares of any one money market mutual fund. In addition, only funds holding U.S. Treasury or government agency obligations can be utilized.
  - Investments in money market and mutual funds combined may not exceed 20% of the City's total portfolio at the time of purchase.

12. Municipal Securities issued by the State of California, and any local agency within the State of California, including bonds, notes, warrants, or other indebtedness, provided the securities are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. The City may also purchase its issued debt but may not resell it before maturity without obtaining a tax-exempt redetermination opinion from legal counsel. Purchases of Municipal Securities in the aggregate shall not exceed 30% of the City's total portfolio at the time of purchase. Investment in any one issuer shall not exceed 5% at the time of purchase. Maturity shall be limited to a maximum of seven (7) years from the date of purchase.

13. Municipal Securities that are registered treasury notes or bonds of the other 49 states in addition to California, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of the State of California, or any of the other 49 states, in addition to California, provided the securities are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Investment in any one issuer shall not exceed 5% at the time of purchase. Purchases of Municipal Securities in the aggregate shall not exceed 30% of the City's total portfolio at the time of purchase. Maturity shall be limited to a maximum of seven (7) years from the date of purchase.

14. Supranationals, United States dollar-denominated senior unsecured unsubordinated obligations issued or unconditionally guaranteed by the International Bank for Reconstruction and Development, Inter-American Development Bank, or the International Finance Corporation, with a maximum remaining maturity of five years or less, and eligible for purchase and sale within the United States. Investments under this subdivision shall be rated in a rating category of “AA” or its equivalent or better by one NRSRO. No more than 30% of the City’s total portfolio may be invested in these securities. No more than 10% of the City’s total portfolio may be invested in any issuer.

15. Asset-Backed, Mortgage-Backed, Mortgage Passthrough Securities, and Collateralized Mortgage Obligations from issuers not defined in Sections 1 and 2 of the Authorized Investments Section of this policy, provided that:

- The securities are rated in a “ AA “ rating category or its equivalent or better by an NRSRO.
- No more than 20% of the total portfolio may be invested in these securities.
- No more than 5% of the total portfolio may be invested in any single Asset-Backed or Commercial Mortgage security issuer.
- The maximum legal final maturity does not exceed five (5) years.

## **XI. Prohibited Investment Vehicles and Practices**

- State law notwithstanding, any investments not explicitly described herein are prohibited, including, but not limited to, futures and options.
- Per Government Code, Section 53601.6, investment in inverse floaters, range notes, or mortgage-derived interest-only strips is prohibited.
- Investment in any security that could result in a zero-interest accrual if held to maturity is prohibited. However, under a provision sunseting on January 1, 2031, securities backed by the U.S. Government that could result in a zero- or negative-interest accrual if held to maturity are permitted.
- Trading securities for the sole purpose of speculating on the future direction of interest rates is prohibited.
- Purchasing or selling securities on margin is prohibited.
- The use of reverse repurchase agreements, securities lending, or any other form of borrowing or leverage is prohibited.
- The purchase of foreign currency-denominated securities is prohibited.
- Purchasing securities with trade settlement periods longer than 45 days is prohibited.

## **XII. INVESTMENT POOLS/MUTUAL FUNDS**

Government-sponsored pools and money market mutual funds are excellent short-term cash management facilities. These pools/funds can provide safety, liquidity, and yield in a single investment instrument. In addition, these funds provided additional diversity in that each fund share is a composite of the funds of the entire portfolio of various maturity lengths, asset classes, and specific investments. The City Treasurer shall thoroughly investigate any pool or mutual fund before investing and continually after that. The City Treasurer shall develop a questionnaire that will answer the following general questions:

- A description of eligible investment securities and a written statement of investment policy and objectives.
- A description of interest calculations, how they are distributed, and how gains and losses are treated.
- A description of how the securities are safeguarded (including the settlement processes), how often they are priced, and how the program is audited.
- A description of who may invest in the program, how often, and what size deposit and withdrawal are allowed.
- A schedule for receiving statements and portfolio listings.
- Are reserves, retained earnings, etc., utilized by the pool/fund?
- A fee schedule and when and how it is assessed.
- Is the pool/fund eligible for bond proceeds, and will it accept them?

### **XIII. COLLATERALIZATION**

Collateralization shall be required on two types of investments:

1. Certificates of Deposit above the amount federally insured and
2. Repurchase agreements.

The general collateralization level for Certificates of Deposit shall be 110% of the amount invested above the amount federally insured. If the security used for collateral is a mortgage-backed security, the collateralization level shall be 150% of the amount invested (Government Code sec. 53652).

For repurchase agreements, the collateralization level must be at least 102% of the agreement's market value.

The collateral shall be held by an independent third party with whom the entity has a current custodial agreement, and the right of collateral substitution is granted. To conform with the provisions of the Federal bankruptcy code, which provides for the liquidation of securities held as collateral, the only securities acceptable as collateral shall be certificates of deposit, commercial paper, eligible bankers' acceptances, medium-term notes, or securities that are the direct obligations of or are fully guaranteed as to principal and interest by the United States or any agency of the United States.

### **XIV. SAFEKEEPING AND CUSTODY**

All security transactions, including collateral for repurchase agreements, entered into by the City shall be conducted on a delivery versus payment (DVP) basis and delivered to the City or the City's designated custodian upon receipt of payment by the City.

All securities that may be purchased, including collateral for repurchase agreements, shall be held by a third-party custodian designated by the Treasurer. These securities shall be held in the City's name and control, and safekeeping receipts shall evidence third-party custody. The third-party custodian shall send the City a statement of what is safe-kept every month, which shall be reconciled to the City's record monthly.

## **XV. DIVERSIFICATION INVESTMENT**

The City's investment portfolio shall be diversified to avoid unreasonable and avoidable risks concerning specific investment types. The City shall also maintain a mix of securities within investment types to avoid concentrations within individual financial institutions, geographic areas, industry types, and maturity dates.

## **XVI. MAXIMUM MATURITIES**

To the extent possible, the City of Elk Grove shall attempt to match its investments with anticipated cash flow requirements. However, unless matched to a specific cash flow, the City shall not directly invest in securities maturing more than five years from the trade settlement date unless the City Council has granted express authority to make that investment either specifically or as a part of an investment program approved by the City Council no less than three months prior to the investment.

## **XVII. RISK MANAGEMENT AND DIVERSIFICATION**

### **1. Mitigating Credit Risk in the Portfolio**

Credit risk is the risk that a security or a portfolio will lose some or all its value due to an actual or perceived change in the ability of the issuer to repay its debt. The City will mitigate credit risk by adopting the following strategies:

- The diversification requirements in this policy's "Authorized Investments" section are designed to mitigate portfolio credit risk.
- No more than 5% of the total portfolio may be deposited with or invested in securities issued by any single issuer unless otherwise specified in this policy.
- The City may sell a security before its maturity and record a capital gain or loss to manage the portfolio's quality, liquidity, or yield in response to market conditions or the City's risk preferences.
- If a security owned by the City is downgraded to a level below the requirements of this policy, making the security ineligible for additional purchases, the following steps will be taken:
  1. The investment manager's actions related to the downgrade will promptly be communicated to the City Treasurer.
  2. If a decision is made to retain the security, the credit situation will be monitored and reported to the City Council.

### **2. Mitigating Market Risk in the Portfolio**

Market risk is the risk that portfolio value will fluctuate due to changes in the general level of interest rates. The City recognizes that, over time, longer-term portfolios have the potential to achieve higher returns. However, longer-term portfolios also have higher volatility of return. Therefore, the City will mitigate market risk by providing adequate liquidity for short-term cash needs and making longer-term investments only with funds not needed for current cash flow purposes.

The City further recognizes that certain types of securities, including variable rate securities, securities with principal paydowns before maturity, and securities with embedded options, will affect the market risk profile of the portfolio differently in different interest rate environments. The City, therefore, adopts the following strategies to control and mitigate its exposure to market risk:

- The City will maintain a minimum of six months of budgeted operating expenditures in short-term investments to provide sufficient liquidity for expected disbursements.
- The maximum stated final maturity of individual securities in the portfolio will be five (5) years from the date of trade settlement, except as otherwise stated in this policy.
- The portfolio's duration will generally be approximately equal to the duration (typically, plus or minus 20%) of a Market Benchmark, an index selected by the City based on the City's investment objectives, constraints, and risk tolerances.

## **XVIII. INTERNAL CONTROL**

The City Treasurer establishes and maintains an internal control structure to protect the entity's assets from loss, theft, or misuse. The internal control structure shall be designed to reasonably ensure these objectives are met. The concept of reasonable assurance recognizes that (1) the cost of a control should not exceed the benefits likely to be derived, and (2) the valuation of costs and benefits requires estimates and judgments by management. The City Treasurer shall also conduct an annual review of the investment program. This process may include testing the investment program by the City's external auditor to determine the extent of compliance with the Investment Policy.

All wire transfers initiated by the Finance Department will be confirmed to the appropriate financial institution. For each investment transaction, proper documentation obtained from confirmations and cash disbursement wire transfers is required. In addition, timely bank reconciliations are conducted to ensure the appropriate handling of all transactions.

## **XIX. PERFORMANCE STANDARDS**

The City's investment portfolio shall be designed to attain a sound rate of return throughout budgetary and economic cycles, considering the City's investment risk constraints and the portfolio's cash flow characteristics.

## **XX. PORTFOLIO MANAGEMENT ACTIVITY**

The investment program shall seek to attain returns consistent with the intent of this policy, identified risk limitations, and prudent investment principles. The use of the following strategies shall achieve these objectives:

### **Active Portfolio Management**

Through active fund and cash-flow management, taking advantage of current economic and interest rate trends, the portfolio yield may be enhanced with limited and measurable increases in risk by extending the duration of the City's Investment Cash.

### **Portfolio Maturity Management**

When structuring the maturity composition of the portfolio, the City shall evaluate current and expected interest rate yields and necessary cash flow requirements. It is recognized that in normal market conditions, longer maturities produce higher yields. However, securities with longer maturities also experience greater price fluctuations when interest rates change.

### **Security Swaps**

The City may use security swap opportunities to improve the overall portfolio yield. A swap that enhances the portfolio yield may be selected even if the transactions result in an accounting loss. Swap documentation shall be included in the City's permanent investment file documents.

## **XXI. PERIODIC TREASURY REPORTS**

The City Treasurer shall review and render monthly reports to the City Manager and City Council, including transactions, the par value and cost of the investment, the type of investment, the issuer's name, the coupon rate of interest, the maturity date, and the current market value.

## **XXII. INTEREST EARNINGS**

All interest earned and collected from investments authorized in this policy shall be allocated monthly to all pooled cash funds based on the cash balance in each fund as a percentage of the entire pooled portfolio.

## **XXIII. LIMITING MARKET VALUE EROSION**

It is the general policy of the City to limit the potential effects of erosion in market values by adhering to the following guidelines:

- All immediate and anticipated liquidity requirements shall be addressed before purchasing investments.
- Where possible, investment maturity dates shall coincide with significant cash flow requirements to assist with cash requirements at maturity.
- All securities shall be purchased with the intent to hold all investments to maturity. However, economic or market conditions may change, making it in the City's best interest to sell or trade a security before maturity.

## **XXIV. STATEMENT OF INVESTMENT POLICY**

The City's Investment Policy shall be adopted by a City Council resolution. This policy shall be reviewed at least annually to ensure its consistency with the overall objectives of preservation of principal, liquidity, and yield and its relevance to current law and financial and economic trends. Any amendments to the policy shall be forwarded to the City Council for approval.

## **XXV. GLOSSARY OF TERMS**

**Bankers' Acceptance (BA)** - A draft, bill, or exchange accepted by a bank or trust company. The accepting institution guarantees payment of the bill, as does the issuer.

**Broker** - A broker brings buyers and sellers together for a commission.

**Certificate of Deposit** – A time deposit with a specific maturity evidenced by a certificate. Large-denomination CDs are typically negotiable and may be eligible for FDIC insurance.

**Collateral** - Securities, evidence of deposit, or pledges to secure loan repayment. It also refers to securities pledged by a bank to secure deposits of public funds.

**Custody** - A banking service that provides safekeeping for the individual securities in a customer's investment portfolio under a written agreement that also calls for the bank to collect and pay out income and buy, sell, receive, and deliver securities when ordered by the principal.

**Delivery vs. Payment (DVP)** - Delivery of securities with a simultaneous exchange of money for the securities.

**Diversification** - Dividing investment funds among securities offering independent returns and risk profiles.

**Federal Home Loan Banks (FHLB)** – Government-sponsored wholesale banks that lend funds and provide correspondent banking services to member commercial banks, thrifty institutions, credit unions, and insurance companies. The mission of the FHLBs is to liquefy the housing-related assets of its members who must purchase stock in their district Bank.

**Federal Home Loan Mortgage Corporation (FHLMC)** – The FHLMC was created under the Federal Home Loan Mortgage Act, Title III of the Emergency Home Finance Act of 1970, as a stockholder-owned government-sponsored enterprise. Freddie Mac, as the corporation is called, is charged with providing stability and assistance to the secondary home mortgage market by buying first mortgages and participation interests and reselling these securities as guaranteed mortgage securities. Although the federal government does not explicitly guarantee agency obligations, the rating agencies believe that in the unlikely event of financial difficulties, the federal government will support the agency to the extent necessary to provide complete and timely payment on their securities.

**Federal National Mortgage Association (FNMA)** - FNMA, like GNMA, was chartered under the Federal National Mortgage Association Act in 1938. FNMA is a federal corporation working under the auspices of the Department of Housing and Urban Development (HUD). It is the largest single provider of residential mortgage funds in the United States. Fannie Mae, as the corporation is called, is a private stockholder-owned corporation. The corporation's purchases include a variety of adjustable mortgages and second loans, in addition to fixed-rate mortgages. FNMA's securities are also highly liquid and are widely accepted. FNMA assumes and guarantees that all security holders receive timely principal and interest payment.

**Government National Mortgage Association (GNMA)** – Securities influencing the volume of bank credit guaranteed by GNMA and issued by mortgage bankers, commercial banks, savings and loan associations, and other institutions. The full faith and credit of the U.S. Government protect the security holder. Ginnie Mae securities are backed by the FHA, VA, or FHA mortgages. The term “pass-throughs” is often used to describe Ginnie Maes.

**Interest Rate** - The annual yield earned on an investment, expressed as a percentage.

**Liquidity** - Refers to the ability to rapidly convert an investment into cash with minimal risk of losing some portion of principal and/or interest.

**Master Repurchase Agreement** - A written contract covering all future transactions between the parties to repurchase and/or reverse repurchase agreements that establish each party's rights. A master agreement will specify, among other things, the right of the buyer-lender to liquidate the underlying securities in the event of default by the seller-borrower.

**Maturity** - The date upon which an investment's principal or stated value becomes due and payable.

**Money Market** - The market in which short-term debt instruments (bills, commercial paper, banker's acceptances, etc.) are issued and traded.

**Municipal Securities of Local Agencies** – Debt securities issued by states, cities, counties, and other governmental entities to fund day-to-day obligations and finance capital projects. The purchase of municipal securities is a loan to the bond issuer in exchange for regular interest payments and the return of the original investment.

**Prudent Investor** - An investment standard. In some states, the law requires that a fiduciary, such as a trustee, may invest money only in a list of securities selected by the custody state – the so-called legal list. In other states, the trustee may invest in a security if it would be bought by a prudent person of discretion and intelligence seeking a reasonable income and preservation of capital.

**Rate of Return** - The yield obtainable on a security based on its purchase or current market price. This may be the amortized yield to maturity on a bond or the current income return.

**Repurchase Agreement (RP or REPO)** - A holder of securities sells these securities to an investor with an agreement to repurchase them at a fixed price on a fixed date. In effect, the security “buyer” lends the “seller” money for the agreement period, and the agreement terms are structured to compensate him for this. Dealers use RPs extensively to finance their positions. Exception: When the Fed is said to be doing RPs, it is lending money, that is, increasing bank reserves.

**Reverse Repurchase Agreement (Reverse REPO)** - A transaction where the seller (City) agrees to buy back from the buyer (bank) the securities at an agreed-upon price after a stated period.

**Risk** - Degree of uncertainty of return on an asset.

**Treasury Bills** – A non-interest-bearing discount security issued by the U.S. Treasury to finance the national debt. Most bills are issued to mature in three months, six months, or one year.

**Treasury Bonds** - Long-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government with initial maturities of more than ten years.

**Treasury Notes** - Medium-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government with initial maturities from two to ten years.

**Yield** - The rate of annual income return on an investment, expressed as a percentage. It is obtained by dividing the current dollar income by the security’s current market price.

**Yield to Maturity** - The rate of income return on an investment, minus any premium or plus any discount, with the adjustment spread over the period from the date of purchase to the date of maturity of the bond, expressed as a percentage.

(Place on letterhead, sign, and return to City)

### Investment Firm Certification Form

As an authorized representative of the undersigned firm, I certify that our firm has received a copy of the City of Elk Grove's Investment Policy, has read it, and will work within the policy's guidelines when conducting business with and providing services to the City.

All employees of the firm dealing with the City of Elk Grove have been and will be routinely informed of the City's investment objectives, policies, risk constraints, and other pertinent factors.

\_\_\_\_\_  
Name of Authorized Representative

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE RATIFYING AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ELK GROVE AND THE ELK GROVE POLICE OFFICERS ASSOCIATION, RATIFYING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ELK GROVE AND THE ELK GROVE POLICE MANAGERS' ASSOCIATION, AUTHORIZING THE CITY MANAGER TO AMEND THE UNREPRESENTED EMPLOYEE COMPENSATION POLICY, AND ADOPTING AN UPDATED CITY-WIDE SALARY SCHEDULE**

**WHEREAS**, the City of Elk Grove is committed to maintaining competitive compensation for all employee classifications and recognizing employee contributions and service to the community.

**WHEREAS**, all City labor relations have been regulated by the Meyers-Milias-Brown Act (MMBA) and the City-promulgated Employee Employer Relations Policy established by Resolution No. 2001-40, as well as the current City of Elk Grove Personnel Rules and Regulations dated January 1, 2025; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City of Elk Grove (City) and the Elk Grove Police Officers Association (EGPOA) expires on June 30, 2027; and

**WHEREAS**, the City and EGPOA have met and conferred in good faith concerning Amendment No. 5 to the MOU; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City of Elk Grove (City) and the Elk Grove Police Managers Association (EGPMA) expires on June 30, 2027; and

**WHEREAS**, the City and EGPOA have met and conferred in good faith concerning Amendment No. 1 to the MOU; and

**WHEREAS**, the current Compensation Policy for unrepresented City employees was established by the City Council pursuant to Resolution No. 2023-186.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby:

- 1) Ratifies Amendment No. 5 to the Memorandum of Understanding between the City of Elk Grove and the Elk Grove Police Officers Association, attached hereto as Exhibit A and incorporated by reference; and
- 2) Ratifies Amendment No. 1 to the Memorandum of Understanding between the City of Elk Grove and the Elk Grove Police Managers' Association, attached hereto as Exhibit B and incorporated by reference; and
- 3) Authorizes the City Manager to amend the City of Elk Grove Compensation Policy for Unrepresented Employees (Policy No. 1600-013) to allow for an additional 1% general salary increase; and
- 4) Adopts an updated City-wide Salary Schedule, attached hereto as Exhibit C and incorporated by reference.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 10<sup>th</sup> day of June 2026

\_\_\_\_\_  
BOBBIE SINGH-ALLEN, MAYOR of the  
CITY OF ELK GROVE

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
JASON LINDGREN, CITY CLERK

\_\_\_\_\_  
JONATHAN P. HOBBS,  
CITY ATTORNEY

City of Elk Grove  
*Elk Grove Police Officers Association*  
Re: Memorandum of Understanding C-23-364



FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
**ELK GROVE POLICE OFFICERS ASSOCIATION**

THIS FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING (“Fifth Amendment”) is made and entered into between City of Elk Grove, a California municipal corporation (“City”) and Elk Grove Police Officers Association (“EGPOA”), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2023, as contract number C-23-364 (“MOU”).

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and EGPOA agree to as follows:

1. It is the intent of the City and EGPOA to continue to be bound by all terms and conditions of the MOU, the First Amendment to the MOU entered into by and between the parties on or about October 11, 2023, the Second Amendment to the MOU entered into by and between the parties on or about December 5, 2023, the Third Amendment to the MOU entered into by and between the parties on or about March 25, 2026, and the Fourth Amendment to the MOU entered into by and between the parties on or about May 13, 2026, all of which are expressly incorporated into this Fifth Amendment by this reference, except as expressly changed by this Fifth Amendment.

2. City and EGPOA agree that Section 1.D of Article V (2026–27 Salaries and Supplemental Pay) of the MOU is hereby amended to **add** the following provision:

4) Additional General Salary Increase

In addition to any increases provided in Paragraphs (1) through (3) of this Section, all employees covered by this Agreement, including those receiving supplemental pay



City of Elk Grove

*Elk Grove Police Officers Association*

Re: Memorandum of Understanding C-23-364

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pursuant to Paragraph (3), shall receive an additional one percent (1.0%) General Salary Increase applied to base salary.

3. The person or persons executing this Fifth Amendment on behalf of the EGPOA warrant and represent that they have the authority to execute this Fifth Amendment on behalf of their agency and further warrant and represent that they have the authority to bind EGPOA to the performance of its obligations hereunder.

4. The MOU and this Fifth Amendment constitute the entire agreement between City and EGPOA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. EGPOA and City agree and acknowledge that the provisions of this Fifth Amendment were initiated and extended by the City to the EGPOA and that each party has had a full and fair opportunity to revise the provisions of this Fifth Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this Fifth Amendment shall not be resolved against the drafting party.



City of Elk Grove  
**Elk Grove Police Officers Association**  
Re: Memorandum of Understanding C-23-364

AGREED to this 6<sup>th</sup> day of May, 2026, by the parties as follows.

FOR CITY

Maryam Hussain  
Maryam Hussain, Interim Human Resources Director

Date: 5/12/2026 | 1:19 PM PDT

Jason Behrmann, City Manager

Date: \_\_\_\_\_

APPROVED AS TO FORM:

Jonathan P. Hobbs  
Jonathan P. Hobbs, City Attorney

Date: 5/7/2026 | 9:16 AM PDT

ATTESTATION:

Jason Lindgren, City Clerk

Date: \_\_\_\_\_

FOR ASSOCIATION

Leticia Ruano  
Leticia Ruano, Labor Relations Consultant for EGPOA

Date: 5/7/2026 | 9:07 AM PDT

Musa Abedrabbo, EGPOA President

Date: 5/12/2026 | 1:18 PM PDT

APPROVED AS TO FORM:

Sean Howell, Attorney for EGPOA

Date: 5/7/2026 | 9:13 AM PDT



## FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING

### ELK GROVE POLICE MANAGERS' ASSOCIATION

THIS FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING (“First Amendment”) is made and entered into between City of Elk Grove, a California municipal corporation (“City”) and Elk Grove Police Managers’ Association (“PMA”), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2024, as contract number C-24-340 (“MOU”).

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and PMA agree to as follows:

1. It is the intent of the City and PMA to continue to be bound by all terms and conditions of the MOU, all of which are expressly incorporated into this First Amendment by this reference, except as expressly changed by this First Amendment.
2. City and EGPMA agree that Section 1.C of Article V (2026–27 Salaries) of the MOU is hereby amended to **add** the following provision:

#### 4) Additional General Salary Increase

In addition to any increases provided in Paragraphs (1) through (3) of this Section, all employees covered by this Agreement, including those receiving supplemental pay pursuant to Paragraph (3), shall receive an additional one percent (1.0%) General Salary Increase applied to base salary.

3. The person or persons executing this First Amendment on behalf of the PMA warrant and represent that they have the authority to execute this First Amendment on behalf of their agency and further warrant and represent that they have the authority to bind PMA to the performance of its obligations hereunder.



City of Elk Grove  
***Elk Grove Police Managers' Association***  
Re: Memorandum of Understanding C-24-340

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4. The MOU and this First Amendment constitute the entire agreement between City and PMA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. PMA and City agree and acknowledge that the provisions of this First Amendment were initiated and extended by the City to the PMA and that each party has had a full and fair opportunity to revise the provisions of this First Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this First Amendment shall not be resolved against the drafting party.



City of Elk Grove  
**Elk Grove Police Managers' Association**  
Re: Memorandum of Understanding C-24-340

AGREED to this 6th day of May, 2026, by the parties as follows.

**FOR CITY**

**FOR PMA**

By: \_\_\_\_\_  
Jason Behrmann, City Manager

By: James Fuller 5/7/2026 | 11:41 AM PDT  
James Fuller, President

By: Maryam Hussain 5/12/2026 | 12:41 PM PDT  
Maryam Hussain, Interim Human Resources  
Director

By: Michael Press 5/7/2026 | 12:11 PM PDT  
Michael Press, Vice President

By: Carlos Vina 5/7/2026 | 12:20 PM PDT  
Carlos Vina, Treasurer

APPROVED AS TO FORM:

APPROVED AS TO FORM:

By: Jonathan P. Hobbs 5/6/2026 | 3:49 PM PDT  
Jonathan P. Hobbs, City Attorney

By: Timothy Talbot 5/6/2026 | 3:25 PM PDT  
Counsel for PMA

ATTEST:

By: \_\_\_\_\_  
Jason Lindgren, City Clerk

Date \_\_\_\_\_

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
911 CALL TAKER	POA	CT	hourly	28.15	29.55	31.03	32.58	34.21	35.92	37.72
			bi-weekly	2,252	2,364	2,483	2,607	2,737	2,874	3,018
			monthly	4,879	5,123	5,379	5,648	5,930	6,227	6,538
			annual	58,546	61,474	64,547	67,774	71,164	74,720	78,457
ACCOUNTANT I	NON	81	hourly	36.00	37.80	39.69	41.68	43.76	45.95	48.25
			bi-weekly	2,880	3,024	3,175	3,334	3,501	3,676	3,860
			monthly	6,240	6,552	6,880	7,224	7,586	7,965	8,364
			annual	74,884	78,628	82,562	86,693	91,030	95,583	100,364
ACCOUNTANT II	NON	91	hourly	39.78	41.77	43.86	46.05	48.36	50.77	53.31
			bi-weekly	3,182	3,341	3,509	3,684	3,868	4,062	4,265
			monthly	6,895	7,240	7,602	7,983	8,382	8,801	9,241
			annual	82,740	86,878	91,225	95,790	100,580	105,611	110,895
ACCOUNTING MANAGER	NON	139	hourly	64.20	67.41	70.78	74.32	78.04	81.94	86.04
			bi-weekly	5,136	5,393	5,662	5,946	6,243	6,555	6,883
			monthly	11,128	11,684	12,269	12,882	13,526	14,203	14,913
			annual	133,532	140,211	147,223	154,586	162,317	170,437	178,959
ACCOUNTING TECHNICIAN I	NON	51	hourly	26.68	28.02	29.42	30.89	32.44	34.06	35.76
			bi-weekly	2,135	2,241	2,354	2,471	2,595	2,725	2,861
			monthly	4,625	4,856	5,099	5,355	5,622	5,904	6,199
			annual	55,499	58,276	61,193	64,254	67,469	70,845	74,390
ACCOUNTING TECHNICIAN II	NON	61	hourly	29.49	30.96	32.51	34.14	35.84	37.64	39.52
			bi-weekly	2,359	2,477	2,601	2,731	2,868	3,011	3,162
			monthly	5,111	5,366	5,635	5,917	6,213	6,524	6,850
			annual	61,329	64,397	67,619	71,004	74,555	78,286	82,201
ADMINISTRATIVE ASSISTANT I	NON	50	hourly	26.42	27.74	29.13	30.58	32.11	33.72	35.41
			bi-weekly	2,113	2,219	2,330	2,447	2,569	2,698	2,833
			monthly	4,579	4,808	5,049	5,301	5,567	5,845	6,137
			annual	54,948	57,698	60,584	63,616	66,798	70,140	73,649
ADMINISTRATIVE ASSISTANT II	NON	60	hourly	29.19	30.65	32.19	33.80	35.49	37.26	39.13
			bi-weekly	2,335	2,452	2,575	2,704	2,839	2,981	3,130
			monthly	5,060	5,313	5,579	5,858	6,151	6,459	6,782
			annual	60,720	63,758	66,948	70,297	73,815	77,506	81,386
ADMINISTRATIVE SERVICES SUPERVISOR	NON	122	hourly	54.19	56.90	59.75	62.74	65.87	69.17	72.63
			bi-weekly	4,335	4,552	4,780	5,019	5,270	5,534	5,810
			monthly	9,393	9,863	10,356	10,874	11,418	11,989	12,589
			annual	112,717	118,355	124,275	130,490	137,018	143,871	151,066

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

ALL CLASSES



CLASSIFICATION

	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL CARE ASSISTANT	NON	25	hourly	20.58	21.61	22.69	23.82	25.01	26.27	27.58
			bi-weekly	1,646	1,728	1,815	1,906	2,001	2,101	2,206
			monthly	3,567	3,745	3,932	4,129	4,336	4,553	4,781
			annual	42,798	44,939	47,189	49,550	52,030	54,634	57,367
ANIMAL CARE SUPERVISOR	NON	68	hourly	31.62	33.20	34.86	36.61	38.44	40.36	42.38
			bi-weekly	2,530	2,656	2,789	2,929	3,075	3,229	3,390
			monthly	5,481	5,755	6,043	6,345	6,663	6,996	7,346
			annual	65,770	69,060	72,515	76,143	79,952	83,952	88,152
ANIMAL CARE TECHNICIAN	NON	39	hourly	23.67	24.85	26.10	27.40	28.77	30.21	31.72
			bi-weekly	1,893	1,988	2,088	2,192	2,302	2,417	2,538
			monthly	4,102	4,308	4,523	4,750	4,987	5,237	5,499
			annual	49,228	51,690	54,278	56,994	59,846	62,842	65,985
ANIMAL SERVICES EVENTS SPECIALIST	NON	65	hourly	30.69	32.22	33.83	35.53	37.30	39.17	41.13
			bi-weekly	2,455	2,578	2,707	2,842	2,984	3,134	3,290
			monthly	5,319	5,585	5,865	6,158	6,466	6,790	7,129
			annual	63,829	67,022	70,375	73,897	77,592	81,476	85,552
ANIMAL SERVICES MANAGER	NON	135	hourly	61.69	64.77	68.01	71.42	74.99	78.74	82.68
			bi-weekly	4,935	5,182	5,441	5,713	5,999	6,299	6,614
			monthly	10,693	11,228	11,789	12,379	12,998	13,648	14,331
			annual	128,314	134,731	141,469	148,546	155,974	163,776	171,966
ANIMAL SERVICES OFFICER	POA	AGP	hourly	28.52	29.94	31.44	33.01	34.66	36.40	38.22
			bi-weekly	2,281	2,396	2,515	2,641	2,773	2,912	3,057
			monthly	4,943	5,190	5,450	5,722	6,008	6,309	6,624
			annual	59,316	62,284	65,397	68,667	72,101	75,705	79,491
ANIMAL SERVICES SUPERVISOR	NON	88	hourly	38.61	40.54	42.56	44.69	46.93	49.28	51.74
			bi-weekly	3,088	3,243	3,405	3,576	3,754	3,942	4,139
			monthly	6,692	7,027	7,378	7,747	8,135	8,541	8,969
			annual	80,300	84,318	88,535	92,964	97,614	102,497	107,625
ANIMAL SERVICES VOLUNTEER COORDINATOR	NON	85	hourly	37.47	39.34	41.31	43.38	45.55	47.82	50.22
			bi-weekly	2,997	3,147	3,305	3,470	3,644	3,826	4,017
			monthly	6,494	6,819	7,160	7,519	7,895	8,290	8,704
			annual	77,932	81,831	85,924	90,222	94,736	99,475	104,452
ARTS, CULTURE, AND CREATIVE ECONOMY PROGRAM MANAGER	NON	122	hourly	54.19	56.90	59.75	62.74	65.87	69.17	72.63
			bi-weekly	4,335	4,552	4,780	5,019	5,270	5,534	5,810
			monthly	9,393	9,863	10,356	10,874	11,418	11,989	12,589
			annual	112,717	118,355	124,275	130,490	137,018	143,871	151,066

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT CHIEF OF POLICE	NON	187	hourly	103.57	108.75	114.18	119.90	125.89	132.19	138.80
			bi-weekly	8,285	8,700	9,135	9,592	10,071	10,575	11,104
			monthly	17,952	18,849	19,792	20,782	21,821	22,912	24,058
			annual	215,418	226,193	237,504	249,382	261,852	274,947	288,697
ASSISTANT CITY ATTORNEY	NON	179	hourly	95.63	100.42	105.44	110.71	116.25	122.06	128.17
			bi-weekly	7,651	8,033	8,435	8,857	9,300	9,765	10,253
			monthly	16,577	17,406	18,276	19,190	20,150	21,157	22,215
			annual	198,919	208,868	219,312	230,281	241,796	253,889	266,585
ASSISTANT CITY CLERK	NON	107	hourly	46.66	49.00	51.45	54.02	56.72	59.56	62.54
			bi-weekly	3,733	3,920	4,116	4,322	4,538	4,765	5,003
			monthly	8,088	8,493	8,918	9,364	9,832	10,324	10,840
			annual	97,059	101,913	107,011	112,363	117,983	123,884	130,081
ASSISTANT CITY MANAGER	NON	192	hourly	108.85	114.30	120.01	126.01	132.31	138.93	145.88
			bi-weekly	8,708	9,144	9,601	10,081	10,585	11,115	11,670
			monthly	18,868	19,811	20,802	21,842	22,935	24,082	25,286
			annual	226,414	237,735	249,625	262,107	275,215	288,979	303,430
ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR	NON	151	hourly	72.35	75.97	79.77	83.76	87.95	92.35	96.97
			bi-weekly	5,788	6,078	6,382	6,701	7,036	7,388	7,757
			monthly	12,541	13,169	13,827	14,519	15,245	16,007	16,808
			annual	150,495	158,022	165,925	174,224	182,937	192,086	201,693
ASSISTANT ENGINEER	NON	104	hourly	45.29	47.55	49.93	52.43	55.05	57.80	60.70
			bi-weekly	3,623	3,804	3,995	4,194	4,404	4,624	4,856
			monthly	7,850	8,242	8,655	9,088	9,542	10,020	10,521
			annual	94,196	98,908	103,857	109,050	114,506	120,234	126,247
ASSISTANT PLANNER	NON	87	hourly	38.22	40.13	42.14	44.25	46.46	48.79	51.23
			bi-weekly	3,058	3,211	3,371	3,540	3,717	3,903	4,098
			monthly	6,625	6,957	7,305	7,670	8,054	8,457	8,880
			annual	79,503	83,480	87,656	92,041	96,645	101,480	106,556
ASSOCIATE CIVIL ENGINEER	NON	119	hourly	52.59	55.22	57.99	60.89	63.93	67.13	70.49
			bi-weekly	4,208	4,418	4,639	4,871	5,115	5,370	5,639
			monthly	9,116	9,572	10,051	10,554	11,082	11,636	12,218
			annual	109,395	114,867	120,612	126,645	132,979	139,630	146,614
ASSOCIATE ENGINEER	NON	114	hourly	50.04	52.54	55.17	57.93	60.82	63.87	67.06
			bi-weekly	4,003	4,203	4,413	4,634	4,866	5,109	5,365
			monthly	8,673	9,107	9,562	10,041	10,543	11,070	11,624
			annual	104,075	109,280	114,747	120,486	126,513	132,842	139,485

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

4

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSOCIATE PLANNER	NON	97	hourly	42.23	44.35	46.56	48.89	51.34	53.91	56.60
			bi-weekly	3,379	3,548	3,725	3,911	4,107	4,313	4,528
			monthly	7,320	7,687	8,071	8,475	8,899	9,344	9,811
			annual	87,844	92,238	96,853	101,698	106,785	112,126	117,734
BUDGET MANAGER	NON	139	hourly	64.20	67.41	70.78	74.32	78.04	81.94	86.04
			bi-weekly	5,136	5,393	5,662	5,946	6,243	6,555	6,883
			monthly	11,128	11,684	12,269	12,882	13,526	14,203	14,913
			annual	133,532	140,211	147,223	154,586	162,317	170,437	178,959
CAPTAIN	PMA	BFA	hourly	89.98	94.47	99.20	104.16	109.37	114.83	120.57
			bi-weekly	7,198	7,558	7,936	8,333	8,749	9,187	9,646
			monthly	15,596	16,376	17,194	18,054	18,957	19,905	20,900
			annual	187,149	196,507	206,332	216,648	227,481	238,854	250,795
CHIEF INFORMATION OFFICER	NON	172	hourly	89.19	93.65	98.34	103.25	108.42	113.84	119.53
			bi-weekly	7,135	7,492	7,867	8,260	8,674	9,107	9,563
			monthly	15,460	16,233	17,045	17,898	18,793	19,732	20,719
			annual	185,520	194,800	204,541	214,770	225,511	236,789	248,630
CHIEF OF POLICE	NON	192	hourly	108.85	114.30	120.01	126.01	132.31	138.93	145.88
			bi-weekly	8,708	9,144	9,601	10,081	10,585	11,115	11,670
			monthly	18,868	19,811	20,802	21,842	22,935	24,082	25,286
			annual	226,414	237,735	249,625	262,107	275,215	288,979	303,430
CITY ATTORNEY	CONTRACT		annual	319,687.58	Effective June 30, 2025					
CITY CLERK	CONTRACT		annual	168,017.43	Effective March 14, 2026					
CITY COUNCIL MEMBER/MAYOR	ELECTED		monthly	2,550						
CITY MANAGER	CONTRACT		annual	332,236.80	Effective December 28, 2025					
CIVIC INNOVATION AND SUSTAINABILITY MANAGER	NON	132	hourly	59.87	62.87	66.01	69.31	72.78	76.42	80.24
			bi-weekly	4,790	5,029	5,281	5,545	5,822	6,114	6,419
			monthly	10,378	10,897	11,442	12,014	12,615	13,246	13,908
			annual	124,533	130,761	137,302	144,169	151,380	158,951	166,900
CODE ENFORCEMENT MANAGER	NON	123	hourly	54.73	57.47	60.35	63.36	66.53	69.86	73.36
			bi-weekly	4,379	4,598	4,828	5,069	5,323	5,589	5,868
			monthly	9,487	9,962	10,460	10,983	11,533	12,109	12,715
			annual	113,846	119,540	125,520	131,797	138,390	145,312	152,579

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE ENFORCEMENT OFFICER I	NON	68	hourly	31.62	33.20	34.86	36.61	38.44	40.36	42.38
			bi-weekly	2,530	2,656	2,789	2,929	3,075	3,229	3,390
			monthly	5,481	5,755	6,043	6,345	6,663	6,996	7,346
			annual	65,770	69,060	72,515	76,143	79,952	83,952	88,152
CODE ENFORCEMENT OFFICER II	NON	78	hourly	34.94	36.69	38.52	40.45	42.47	44.60	46.83
			bi-weekly	2,795	2,935	3,082	3,236	3,398	3,568	3,746
			monthly	6,056	6,359	6,677	7,011	7,362	7,730	8,117
			annual	72,673	76,310	80,127	84,137	88,345	92,764	97,404
CODE ENFORCEMENT SPECIALIST	NON	73	hourly	33.24	34.90	36.65	38.48	40.41	42.43	44.55
			bi-weekly	2,659	2,792	2,932	3,078	3,233	3,394	3,564
			monthly	5,761	6,050	6,352	6,670	7,004	7,354	7,722
			annual	69,136	72,594	76,226	80,040	84,045	88,248	92,663
COMMUNICATIONS AND COMMUNITY ENGAGEMENT SPECIALIST	NON	89	hourly	38.99	40.94	42.99	45.14	47.40	49.77	52.26
			bi-weekly	3,119	3,275	3,439	3,611	3,792	3,982	4,181
			monthly	6,759	7,097	7,452	7,825	8,216	8,627	9,059
			annual	81,106	85,162	89,423	93,897	98,594	103,525	108,703
COMMUNICATIONS AND MARKETING SPECIALIST	NON	89	hourly	38.99	40.94	42.99	45.14	47.40	49.77	52.26
			bi-weekly	3,119	3,275	3,439	3,611	3,792	3,982	4,181
			monthly	6,759	7,097	7,452	7,825	8,216	8,627	9,059
			annual	81,106	85,162	89,423	93,897	98,594	103,525	108,703
COMMUNITY CENTER ATTENDANT	NON	17	hourly	18.99	19.94	20.94	21.99	23.09	24.25	25.46
			bi-weekly	1,519	1,596	1,675	1,759	1,847	1,940	2,037
			monthly	3,292	3,457	3,630	3,812	4,002	4,203	4,413
			annual	39,506	41,483	43,560	45,739	48,028	50,433	52,956
COMMUNITY CENTER COORDINATOR	NON	97	hourly	42.23	44.35	46.56	48.89	51.34	53.91	56.60
			bi-weekly	3,379	3,548	3,725	3,911	4,107	4,313	4,528
			monthly	7,320	7,687	8,071	8,475	8,899	9,344	9,811
			annual	87,844	92,238	96,853	101,698	106,785	112,126	117,734
COMMUNITY CENTER MANAGER	NON	132	hourly	59.87	62.87	66.01	69.31	72.78	76.42	80.24
			bi-weekly	4,790	5,029	5,281	5,545	5,822	6,114	6,419
			monthly	10,378	10,897	11,442	12,014	12,615	13,246	13,908
			annual	124,533	130,761	137,302	144,169	151,380	158,951	166,900
COMMUNITY DEVELOPMENT DIRECTOR	NON	171	hourly	88.31	92.73	97.36	102.23	107.34	112.71	118.35
			bi-weekly	7,065	7,418	7,789	8,179	8,588	9,017	9,468
			monthly	15,307	16,072	16,876	17,720	18,606	19,537	20,514
			annual	183,682	192,869	202,514	212,641	223,276	234,441	246,165

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

ALL CLASSES

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
COMMUNITY ENGAGEMENT AND GOVERNMENT RELATIONS PROGRAM MANAGER	NON	129	hourly	58.11	61.01	64.07	67.27	70.63	74.17	77.88
			bi-weekly	4,649	4,881	5,125	5,382	5,651	5,933	6,230
			monthly	10,072	10,576	11,105	11,660	12,243	12,856	13,499
			annual	120,864	126,909	133,257	139,922	146,919	154,267	161,983
COMMUNITY EVENTS PROGRAM MANAGER	NON	112	hourly	49.05	51.50	54.08	56.78	59.62	62.60	65.74
			bi-weekly	3,924	4,120	4,326	4,543	4,770	5,008	5,259
			monthly	8,502	8,927	9,374	9,842	10,335	10,852	11,394
			annual	102,020	107,123	112,482	118,108	124,015	130,218	136,731
COMMUNITY EVENTS SPECIALIST	NON	70	hourly	32.26	33.87	35.57	37.35	39.21	41.18	43.24
			bi-weekly	2,581	2,710	2,845	2,988	3,137	3,294	3,459
			monthly	5,591	5,871	6,165	6,473	6,797	7,137	7,494
			annual	67,096	70,453	73,978	77,679	81,565	85,646	89,930
COMMUNITY SERVICE OFFICER	NON	61	hourly	29.49	30.96	32.51	34.14	35.84	37.64	39.52
			bi-weekly	2,359	2,477	2,601	2,731	2,868	3,011	3,162
			monthly	5,111	5,366	5,635	5,917	6,213	6,524	6,850
			annual	61,329	64,397	67,619	71,004	74,555	78,286	82,201
COUNCIL ASSISTANT			hourly	16.90	Effective December 14, 2025					
CUSTOMER SERVICE REPRESENTATIVE	NON	47	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,261	2,375	2,493	2,618	2,749
			monthly	4,444	4,666	4,900	5,145	5,402	5,673	5,956
			annual	53,325	55,994	58,796	61,738	64,827	68,070	71,476
CUSTOMER SERVICE SUPERVISOR	NON	72	hourly	32.91	34.55	36.28	38.10	40.00	42.01	44.11
			bi-weekly	2,633	2,764	2,903	3,048	3,200	3,360	3,529
			monthly	5,704	5,989	6,289	6,604	6,934	7,281	7,645
			annual	68,449	71,873	75,470	79,245	83,209	87,372	91,743
DATABASE ADMINISTRATOR	NON	R108	hourly	47.07	49.42	51.89	54.49	57.21	60.07	63.08
			bi-weekly	3,765	3,954	4,151	4,359	4,577	4,806	5,046
			monthly	8,158	8,566	8,995	9,445	9,917	10,413	10,934
			annual	97,897	102,792	107,934	113,334	119,003	124,954	131,203
DEPUTY CITY ATTORNEY I	NON	137	hourly	62.93	66.08	69.38	72.85	76.50	80.32	84.34
			bi-weekly	5,034	5,286	5,551	5,828	6,120	6,426	6,747
			monthly	10,908	11,454	12,027	12,628	13,260	13,923	14,619
			annual	130,896	137,443	144,318	151,536	159,114	167,071	175,429
DEPUTY CITY ATTORNEY II	NON	147	hourly	69.53	73.00	76.65	80.49	84.51	88.74	93.18
			bi-weekly	5,562	5,840	6,132	6,439	6,761	7,099	7,454
			monthly	12,051	12,654	13,287	13,951	14,649	15,382	16,151
			annual	144,614	151,847	159,441	167,416	175,789	184,579	193,810

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DEPUTY CITY CLERK I	NON	72	hourly	32.91	34.55	36.28	38.10	40.00	42.01	44.11
			bi-weekly	2,633	2,764	2,903	3,048	3,200	3,360	3,529
			monthly	5,704	5,989	6,289	6,604	6,934	7,281	7,645
			annual	68,449	71,873	75,470	79,245	83,209	87,372	91,743
DEPUTY CITY CLERK II	NON	82	hourly	36.36	38.18	40.09	42.10	44.20	46.41	48.74
			bi-weekly	2,909	3,055	3,207	3,368	3,536	3,713	3,899
			monthly	6,303	6,618	6,949	7,297	7,662	8,045	8,448
			annual	75,634	79,418	83,390	87,563	91,943	96,541	101,370
DEPUTY CITY MANAGER	NON	175	hourly	91.90	96.49	101.32	106.39	111.71	117.29	123.16
			bi-weekly	7,352	7,720	8,106	8,511	8,937	9,384	9,853
			monthly	15,929	16,726	17,562	18,441	19,363	20,331	21,348
			annual	191,148	200,709	210,746	221,286	232,352	243,972	256,172
DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER	NON	159	hourly	78.36	82.28	86.39	90.71	95.25	100.01	105.01
			bi-weekly	6,269	6,582	6,911	7,257	7,620	8,001	8,401
			monthly	13,582	14,261	14,975	15,723	16,510	17,335	18,202
			annual	162,982	171,134	179,694	188,680	198,116	208,024	218,428
DEPUTY PUBLIC WORKS DIRECTOR-OPERATIONS	NON	154	hourly	74.55	78.28	82.19	86.30	90.62	95.15	99.91
			bi-weekly	5,964	6,262	6,575	6,904	7,250	7,612	7,993
			monthly	12,922	13,568	14,247	14,959	15,707	16,493	17,318
			annual	155,062	162,817	170,960	179,511	188,488	197,914	207,813
DISPATCH SUPERVISOR	POA	PD	hourly	45.54	47.81	50.21	52.72	55.35	58.12	61.03
			bi-weekly	3,643	3,825	4,016	4,217	4,428	4,650	4,882
			monthly	7,893	8,288	8,702	9,137	9,594	10,074	10,578
			annual	94,719	99,455	104,428	109,648	115,131	120,887	126,933
DISPATCHER	POA	PE	hourly	35.19	36.95	38.79	40.73	42.77	44.91	47.15
			bi-weekly	2,815	2,956	3,104	3,259	3,422	3,593	3,772
			monthly	6,099	6,404	6,724	7,061	7,414	7,784	8,173
			annual	73,191	76,851	80,693	84,728	88,962	93,410	98,081
DRAINAGE AND COLLECTION SUPERVISOR	NON	103	hourly	44.84	47.08	49.44	51.91	54.50	57.23	60.09
			bi-weekly	3,587	3,766	3,955	4,153	4,360	4,578	4,807
			monthly	7,772	8,161	8,569	8,997	9,447	9,920	10,416
			annual	93,261	97,927	102,826	107,969	113,369	119,040	124,994
ECONOMIC DEVELOPMENT ANALYST I	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006

## CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

## ALL CLASSES

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ECONOMIC DEVELOPMENT ANALYST II	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
ECONOMIC DEVELOPMENT DIRECTOR	NON	164	hourly	82.36	86.48	90.80	95.34	100.11	105.12	110.38
			bi-weekly	6,589	6,918	7,264	7,628	8,009	8,410	8,830
			monthly	14,276	14,990	15,739	16,526	17,353	18,221	19,132
			annual	171,309	179,876	188,871	198,317	208,235	218,649	229,584
ENGINEERING MANAGER	NON	148	hourly	70.22	73.73	77.42	81.29	85.36	89.63	94.11
			bi-weekly	5,618	5,899	6,194	6,504	6,829	7,170	7,529
			monthly	12,172	12,781	13,420	14,091	14,796	15,536	16,313
			annual	146,063	153,368	161,038	169,093	177,549	186,429	195,753
ENGINEERING TECHNICIAN I	NON	R69	hourly	31.86	33.45	35.13	36.88	38.73	40.67	42.70
			bi-weekly	2,549	2,676	2,810	2,951	3,098	3,253	3,416
			monthly	5,522	5,799	6,089	6,393	6,713	7,049	7,402
			annual	66,268	69,583	73,064	76,720	80,558	84,588	88,820
ENGINEERING TECHNICIAN II	NON	R79	hourly	35.24	37.01	38.86	40.80	42.84	44.98	47.23
			bi-weekly	2,819	2,960	3,109	3,264	3,427	3,599	3,779
			monthly	6,109	6,414	6,735	7,072	7,426	7,797	8,187
			annual	73,304	76,972	80,821	84,864	89,110	93,567	98,248
EXECUTIVE ASSISTANT TO THE CITY MANAGER	NON	93	hourly	40.58	42.61	44.74	46.98	49.33	51.80	54.39
			bi-weekly	3,247	3,409	3,579	3,758	3,946	4,144	4,351
			monthly	7,034	7,386	7,755	8,143	8,551	8,978	9,427
			annual	84,409	88,631	93,063	97,719	102,607	107,740	113,129
FACILITIES MAINTENANCE SUPERVISOR	NON	109	hourly	47.60	49.98	52.48	55.11	57.87	60.76	63.80
			bi-weekly	3,808	3,999	4,199	4,409	4,629	4,861	5,104
			monthly	8,251	8,664	9,097	9,552	10,030	10,532	11,058
			annual	99,014	103,965	109,166	114,627	120,360	126,380	132,701
FACILITIES TECHNICIAN I	NON	52	hourly	26.95	28.30	29.71	31.20	32.76	34.40	36.12
			bi-weekly	2,156	2,264	2,377	2,496	2,621	2,752	2,890
			monthly	4,671	4,905	5,151	5,408	5,679	5,963	6,261
			annual	56,056	58,862	61,807	64,899	68,146	71,556	75,136
FACILITIES TECHNICIAN II	NON	62	hourly	29.78	31.27	32.84	34.48	36.20	38.01	39.92
			bi-weekly	2,382	2,502	2,627	2,758	2,896	3,041	3,193
			monthly	5,162	5,420	5,692	5,976	6,275	6,589	6,919
			annual	61,944	65,045	68,298	71,716	75,304	79,071	83,026

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FACILITIES SUPPORT WORKER	NON	28	hourly	21.20	22.26	23.38	24.55	25.78	27.07	28.42
			bi-weekly	1,696	1,781	1,870	1,964	2,062	2,165	2,274
			monthly	3,675	3,859	4,052	4,255	4,468	4,692	4,926
			annual	44,102	46,310	48,627	51,059	53,615	56,298	59,115
FINANCE AND BUDGET ANALYST I	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
FINANCE AND BUDGET ANALYST II	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
FINANCE DIRECTOR	NON	174	hourly	90.99	95.54	100.32	105.33	110.60	116.13	121.94
			bi-weekly	7,279	7,643	8,025	8,427	8,848	9,291	9,755
			monthly	15,771	16,560	17,388	18,258	19,171	20,129	21,136
			annual	189,253	198,718	208,658	219,091	230,049	241,553	253,633
FINANCE MANAGER	NON	139	hourly	64.20	67.41	70.78	74.32	78.04	81.94	86.04
			bi-weekly	5,136	5,393	5,662	5,946	6,243	6,555	6,883
			monthly	11,128	11,684	12,269	12,882	13,526	14,203	14,913
			annual	133,532	140,211	147,223	154,586	162,317	170,437	178,959
FLEET MAINTENANCE TECHNICIAN	NON	53	hourly	27.22	28.58	30.01	31.52	33.09	34.75	36.49
			bi-weekly	2,178	2,287	2,401	2,521	2,647	2,780	2,919
			monthly	4,718	4,954	5,202	5,463	5,736	6,023	6,324
			annual	56,620	59,453	62,428	65,552	68,831	72,275	75,891
FLEET SUPERVISOR	NON	109	hourly	47.60	49.98	52.48	55.11	57.87	60.76	63.80
			bi-weekly	3,808	3,999	4,199	4,409	4,629	4,861	5,104
			monthly	8,251	8,664	9,097	9,552	10,030	10,532	11,058
			annual	99,014	103,965	109,166	114,627	120,360	126,380	132,701
FORENSIC INVESTIGATOR	POA	PG	hourly	36.43	38.26	40.17	42.18	44.29	46.50	48.83
			bi-weekly	2,915	3,060	3,213	3,374	3,543	3,720	3,906
			monthly	6,315	6,631	6,963	7,311	7,676	8,060	8,463
			annual	75,783	79,572	83,550	87,728	92,114	96,720	101,557
GIS ANALYST I	NON	85	hourly	37.47	39.34	41.31	43.38	45.55	47.82	50.22
			bi-weekly	2,997	3,147	3,305	3,470	3,644	3,826	4,017
			monthly	6,494	6,819	7,160	7,519	7,895	8,290	8,704
			annual	77,932	81,831	85,924	90,222	94,736	99,475	104,452

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

ALL CLASSES

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
GIS ANALYST II	NON	95	hourly	41.40	43.47	45.64	47.93	50.32	52.84	55.48
			bi-weekly	3,312	3,478	3,652	3,834	4,026	4,227	4,439
			monthly	7,176	7,535	7,912	8,308	8,723	9,159	9,617
			annual	86,108	90,416	94,939	99,690	104,675	109,910	115,408
GIS SYSTEM ADMINISTRATOR	NON	120	hourly	53.12	55.78	58.57	61.50	64.57	67.80	71.19
			bi-weekly	4,250	4,462	4,685	4,920	5,166	5,424	5,696
			monthly	9,208	9,668	10,152	10,660	11,193	11,753	12,340
			annual	110,492	116,018	121,822	127,915	134,311	141,030	148,084
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	NON	122	hourly	54.19	56.90	59.75	62.74	65.87	69.17	72.63
			bi-weekly	4,335	4,552	4,780	5,019	5,270	5,534	5,810
			monthly	9,393	9,863	10,356	10,874	11,418	11,989	12,589
			annual	112,717	118,355	124,275	130,490	137,018	143,871	151,066
HOMELESS SERVICES NAVIGATOR	NON	61	hourly	29.49	30.96	32.51	34.14	35.84	37.64	39.52
			bi-weekly	2,359	2,477	2,601	2,731	2,868	3,011	3,162
			monthly	5,111	5,366	5,635	5,917	6,213	6,524	6,850
			annual	61,329	64,397	67,619	71,004	74,555	78,286	82,201
HOUSING AND PUBLIC SERVICES MANAGER	NON	132	hourly	59.87	62.87	66.01	69.31	72.78	76.42	80.24
			bi-weekly	4,790	5,029	5,281	5,545	5,822	6,114	6,419
			monthly	10,378	10,897	11,442	12,014	12,615	13,246	13,908
			annual	124,533	130,761	137,302	144,169	151,380	158,951	166,900
HUMAN RESOURCES ANALYST I	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
HUMAN RESOURCES ANALYST II	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
HUMAN RESOURCES DIRECTOR	NON	172	hourly	89.19	93.65	98.34	103.25	108.42	113.84	119.53
			bi-weekly	7,135	7,492	7,867	8,260	8,674	9,107	9,563
			monthly	15,460	16,233	17,045	17,898	18,793	19,732	20,719
			annual	185,520	194,800	204,541	214,770	225,511	236,789	248,630
HUMAN RESOURCES SPECIALIST I	NON	63	hourly	30.08	31.59	33.17	34.82	36.57	38.40	40.32
			bi-weekly	2,406	2,527	2,653	2,786	2,925	3,072	3,225
			monthly	5,214	5,475	5,749	6,036	6,338	6,655	6,988
			annual	62,567	65,697	68,985	72,435	76,060	79,864	83,860

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HUMAN RESOURCES SPECIALIST II	NON	73	hourly	33.24	34.90	36.65	38.48	40.41	42.43	44.55
			bi-weekly	2,659	2,792	2,932	3,078	3,233	3,394	3,564
			monthly	5,761	6,050	6,352	6,670	7,004	7,354	7,722
			annual	69,136	72,594	76,226	80,040	84,045	88,248	92,663
INFORMATION TECHNOLOGY ANALYST I	NON	87	hourly	38.22	40.13	42.14	44.25	46.46	48.79	51.23
			bi-weekly	3,058	3,211	3,371	3,540	3,717	3,903	4,098
			monthly	6,625	6,957	7,305	7,670	8,054	8,457	8,880
			annual	79,503	83,480	87,656	92,041	96,645	101,480	106,556
INFORMATION TECHNOLOGY ANALYST II	NON	97	hourly	42.23	44.35	46.56	48.89	51.34	53.91	56.60
			bi-weekly	3,379	3,548	3,725	3,911	4,107	4,313	4,528
			monthly	7,320	7,687	8,071	8,475	8,899	9,344	9,811
			annual	87,844	92,238	96,853	101,698	106,785	112,126	117,734
INFORMATION TECHNOLOGY MANAGER	NON	146	hourly	68.84	72.28	75.89	79.69	83.68	87.86	92.26
			bi-weekly	5,507	5,782	6,072	6,375	6,694	7,029	7,380
			monthly	11,932	12,528	13,155	13,813	14,504	15,229	15,991
			annual	143,180	150,340	157,860	165,756	174,045	182,750	191,891
INFORMATION TECHNOLOGY TECHNICIAN	NON	75	hourly	33.91	35.61	37.39	39.26	41.22	43.28	45.45
			bi-weekly	2,713	2,848	2,991	3,141	3,298	3,463	3,636
			monthly	5,878	6,172	6,480	6,805	7,145	7,502	7,878
			annual	70,531	74,059	77,763	81,655	85,739	90,028	94,532
LANDSCAPE MAINTENANCE SUPERVISOR	NON	107	hourly	46.66	49.00	51.45	54.02	56.72	59.56	62.54
			bi-weekly	3,733	3,920	4,116	4,322	4,538	4,765	5,003
			monthly	8,088	8,493	8,918	9,364	9,832	10,324	10,840
			annual	97,059	101,913	107,011	112,363	117,983	123,884	130,081
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	NON	82	hourly	36.36	38.18	40.09	42.10	44.20	46.41	48.74
			bi-weekly	2,909	3,055	3,207	3,368	3,536	3,713	3,899
			monthly	6,303	6,618	6,949	7,297	7,662	8,045	8,448
			annual	75,634	79,418	83,390	87,563	91,943	96,541	101,370
LIEUTENANT	PMA	BAA	hourly	77.64	81.53	85.60	89.88	94.38	99.10	104.05
			bi-weekly	6,212	6,522	6,848	7,191	7,550	7,928	8,324
			monthly	13,458	14,131	14,838	15,580	16,359	17,177	18,035
			annual	161,500	169,575	178,054	186,957	196,303	206,119	216,423
LONG RANGE PLANNING PROGRAM MANAGER	NON	129	hourly	58.11	61.01	64.07	67.27	70.63	74.17	77.88
			bi-weekly	4,649	4,881	5,125	5,382	5,651	5,933	6,230
			monthly	10,072	10,576	11,105	11,660	12,243	12,856	13,499
			annual	120,864	126,909	133,257	139,922	146,919	154,267	161,983

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
MAINTENANCE SPECIALIST	NON	73	hourly	33.24	34.90	36.65	38.48	40.41	42.43	44.55
			bi-weekly	2,659	2,792	2,932	3,078	3,233	3,394	3,564
			monthly	5,761	6,050	6,352	6,670	7,004	7,354	7,722
			annual	69,136	72,594	76,226	80,040	84,045	88,248	92,663
MAINTENANCE TECHNICIAN I	NON	53	hourly	27.22	28.58	30.01	31.52	33.09	34.75	36.49
			bi-weekly	2,178	2,287	2,401	2,521	2,647	2,780	2,919
			monthly	4,718	4,954	5,202	5,463	5,736	6,023	6,324
			annual	56,620	59,453	62,428	65,552	68,831	72,275	75,891
MAINTENANCE TECHNICIAN II	NON	62	hourly	29.78	31.27	32.84	34.48	36.20	38.01	39.92
			bi-weekly	2,382	2,502	2,627	2,758	2,896	3,041	3,193
			monthly	5,162	5,420	5,692	5,976	6,275	6,589	6,919
			annual	61,944	65,045	68,298	71,716	75,304	79,071	83,026
MANAGEMENT ANALYST I	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
MANAGEMENT ANALYST II	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
MENTAL HEALTH CLINICIAN	NON	117	hourly	51.56	54.13	56.84	59.69	62.67	65.80	69.10
			bi-weekly	4,124	4,331	4,547	4,775	5,014	5,264	5,528
			monthly	8,936	9,383	9,853	10,346	10,863	11,406	11,977
			annual	107,235	112,599	118,231	124,146	130,355	136,873	143,720
MULTIMEDIA SPECIALIST I	NON	82	hourly	36.36	38.18	40.09	42.10	44.20	46.41	48.74
			bi-weekly	2,909	3,055	3,207	3,368	3,536	3,713	3,899
			monthly	6,303	6,618	6,949	7,297	7,662	8,045	8,448
			annual	75,634	79,418	83,390	87,563	91,943	96,541	101,370
MULTIMEDIA SPECIALIST II	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
NETWORK ENGINEER	NON	115	hourly	50.54	53.07	55.72	58.51	61.43	64.51	67.73
			bi-weekly	4,043	4,245	4,458	4,681	4,915	5,161	5,419
			monthly	8,760	9,198	9,658	10,141	10,648	11,181	11,740
			annual	105,118	110,376	115,897	121,695	127,781	134,173	140,883

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OPERATIONS MANAGER	NON	129	hourly	58.11	61.01	64.07	67.27	70.63	74.17	77.88
			bi-weekly	4,649	4,881	5,125	5,382	5,651	5,933	6,230
			monthly	10,072	10,576	11,105	11,660	12,243	12,856	13,499
			annual	120,864	126,909	133,257	139,922	146,919	154,267	161,983
PARALEGAL	NON	82	hourly	36.36	38.18	40.09	42.10	44.20	46.41	48.74
			bi-weekly	2,909	3,055	3,207	3,368	3,536	3,713	3,899
			monthly	6,303	6,618	6,949	7,297	7,662	8,045	8,448
			annual	75,634	79,418	83,390	87,563	91,943	96,541	101,370
PARKING ENFORCEMENT TECHNICIAN	NON	36	hourly	22.97	24.12	25.32	26.59	27.92	29.32	30.79
			bi-weekly	1,837	1,929	2,026	2,127	2,234	2,346	2,463
			monthly	3,981	4,181	4,390	4,609	4,840	5,082	5,336
			annual	47,774	50,166	52,675	55,311	58,078	60,985	64,036
PAYROLL COORDINATOR	NON	87	hourly	38.22	40.13	42.14	44.25	46.46	48.79	51.23
			bi-weekly	3,058	3,211	3,371	3,540	3,717	3,903	4,098
			monthly	6,625	6,957	7,305	7,670	8,054	8,457	8,880
			annual	79,503	83,480	87,656	92,041	96,645	101,480	106,556
PAYROLL SPECIALIST	NON	R79	hourly	35.24	37.01	38.86	40.80	42.84	44.98	47.23
			bi-weekly	2,819	2,960	3,109	3,264	3,427	3,599	3,779
			monthly	6,109	6,414	6,735	7,072	7,426	7,797	8,187
			annual	73,304	76,972	80,821	84,864	89,110	93,567	98,248
PERMIT PROCESSING COORDINATOR	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
PLANNING MANAGER	NON	138	hourly	63.56	66.74	70.08	73.58	77.26	81.13	85.18
			bi-weekly	5,085	5,339	5,606	5,887	6,181	6,490	6,815
			monthly	11,017	11,568	12,147	12,754	13,392	14,062	14,765
			annual	132,208	138,820	145,763	153,053	160,708	168,746	177,184
POLICE BUDGET AND FINANCE MANAGER	NON	129	hourly	58.11	61.01	64.07	67.27	70.63	74.17	77.88
			bi-weekly	4,649	4,881	5,125	5,382	5,651	5,933	6,230
			monthly	10,072	10,576	11,105	11,660	12,243	12,856	13,499
			annual	120,864	126,909	133,257	139,922	146,919	154,267	161,983
POLICE BUDGET AND FINANCE SPECIALIST	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

ALL CLASSES

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE EQUIPMENT AND SUPPLY TECHNICIAN	NON	R45	hourly	25.01	26.27	27.58	28.96	30.41	31.93	33.53
			bi-weekly	2,001	2,101	2,206	2,317	2,433	2,554	2,682
			monthly	4,336	4,553	4,781	5,020	5,271	5,535	5,812
			annual	52,031	54,635	57,367	60,238	63,253	66,416	69,740
POLICE OFFICER	POA	PI	hourly	44.30	46.51	48.84	51.28	53.84	56.54	59.36
			bi-weekly	3,544	3,721	3,907	4,102	4,307	4,523	4,749
			monthly	7,678	8,062	8,465	8,889	9,333	9,800	10,290
			annual	92,139	96,747	101,583	106,662	111,994	117,595	123,474
POLICE RECRUIT	NON	75	hourly	33.91	35.61	37.39	39.26	41.22	43.28	45.45
			bi-weekly	2,713	2,848	2,991	3,141	3,298	3,463	3,636
			monthly	5,878	6,172	6,480	6,805	7,145	7,502	7,878
			annual	70,531	74,059	77,763	81,655	85,739	90,028	94,532
POLICE RECORDS MANAGER	NON	104	hourly	45.29	47.55	49.93	52.43	55.05	57.80	60.70
			bi-weekly	3,623	3,804	3,995	4,194	4,404	4,624	4,856
			monthly	7,850	8,242	8,655	9,088	9,542	10,020	10,521
			annual	94,196	98,908	103,857	109,050	114,506	120,234	126,247
POLICE RECORDS SUPERVISOR	NON	R68	hourly	31.47	33.05	34.70	36.44	38.26	40.18	42.19
			bi-weekly	2,518	2,644	2,776	2,915	3,061	3,214	3,375
			monthly	5,456	5,728	6,015	6,316	6,632	6,964	7,312
			annual	65,466	68,741	72,181	75,793	79,584	83,565	87,746
POLICE RECORDS TECHNICIAN I	NON	R43	hourly	24.52	25.75	27.04	28.39	29.81	31.30	32.87
			bi-weekly	1,962	2,060	2,163	2,271	2,385	2,504	2,629
			monthly	4,250	4,463	4,686	4,921	5,167	5,425	5,697
			annual	51,002	53,554	56,233	59,046	62,001	65,102	68,360
POLICE RECORDS TECHNICIAN II	NON	R53	hourly	27.10	28.45	29.88	31.37	32.94	34.59	36.32
			bi-weekly	2,168	2,276	2,390	2,510	2,635	2,767	2,905
			monthly	4,697	4,932	5,178	5,437	5,710	5,995	6,295
			annual	56,359	59,180	62,141	65,249	68,514	71,942	75,542
POLICE SERGEANT	POA	PJ	hourly	55.12	57.88	60.77	63.81	67.00	70.35	73.87
			bi-weekly	4,410	4,630	4,862	5,105	5,360	5,628	5,909
			monthly	9,554	10,032	10,533	11,060	11,613	12,194	12,804
			annual	114,650	120,382	126,400	132,720	139,357	146,325	153,642
POLICE SERVICES TECHNICIAN (BACKGROUND INVESTIGATOR)		PI	hourly	48.84						
POLICE VOLUNTEER COORDINATOR	NON	85	hourly	37.47	39.34	41.31	43.38	45.55	47.82	50.22
			bi-weekly	2,997	3,147	3,305	3,470	3,644	3,826	4,017
			monthly	6,494	6,819	7,160	7,519	7,895	8,290	8,704
			annual	77,932	81,831	85,924	90,222	94,736	99,475	104,452

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PROJECT MANAGER	NON	114	hourly	50.04	52.54	55.17	57.93	60.82	63.87	67.06
			bi-weekly	4,003	4,203	4,413	4,634	4,866	5,109	5,365
			monthly	8,673	9,107	9,562	10,041	10,543	11,070	11,624
			annual	104,075	109,280	114,747	120,486	126,513	132,842	139,485
PROPERTY AND EVIDENCE MANAGER	NON	R99	hourly	42.89	45.03	47.28	49.65	52.13	54.74	57.48
			bi-weekly	3,431	3,602	3,783	3,972	4,171	4,379	4,598
			monthly	7,433	7,805	8,196	8,606	9,036	9,488	9,963
			annual	89,201	93,663	98,348	103,267	108,434	113,857	119,552
PROPERTY AND EVIDENCE TECHNICIAN I	NON	R57	hourly	28.20	29.61	31.09	32.65	34.28	36.00	37.80
			bi-weekly	2,256	2,369	2,487	2,612	2,743	2,880	3,024
			monthly	4,888	5,133	5,389	5,659	5,942	6,240	6,552
			annual	58,657	61,592	64,673	67,909	71,307	74,874	78,619
PROPERTY AND EVIDENCE TECHNICIAN II	NON	R67	hourly	31.16	32.72	34.36	36.08	37.88	39.78	41.77
			bi-weekly	2,493	2,618	2,749	2,886	3,031	3,182	3,341
			monthly	5,401	5,672	5,955	6,253	6,566	6,895	7,240
			annual	64,816	68,059	71,464	75,040	78,793	82,736	86,875
PUBLIC AFFAIRS AND COMMUNICATIONS MANAGER	NON	132	hourly	59.87	62.87	66.01	69.31	72.78	76.42	80.24
			bi-weekly	4,790	5,029	5,281	5,545	5,822	6,114	6,419
			monthly	10,378	10,897	11,442	12,014	12,615	13,246	13,908
			annual	124,533	130,761	137,302	144,169	151,380	158,951	166,900
PUBLIC SAFETY COMMUNICATIONS MANAGER	NON	124	hourly	55.28	58.05	60.95	64.00	67.20	70.56	74.09
			bi-weekly	4,423	4,644	4,876	5,120	5,376	5,645	5,927
			monthly	9,582	10,062	10,565	11,093	11,648	12,231	12,842
			annual	114,987	120,738	126,778	133,119	139,776	146,768	154,107
PUBLIC WORKS DIRECTOR	NON	174	hourly	90.99	95.54	100.32	105.33	110.60	116.13	121.94
			bi-weekly	7,279	7,643	8,025	8,427	8,848	9,291	9,755
			monthly	15,771	16,560	17,388	18,258	19,171	20,129	21,136
			annual	189,253	198,718	208,658	219,091	230,049	241,553	253,633
PUBLIC WORKS INSPECTOR I	NON	78	hourly	34.94	36.69	38.52	40.45	42.47	44.60	46.83
			bi-weekly	2,795	2,935	3,082	3,236	3,398	3,568	3,746
			monthly	6,056	6,359	6,677	7,011	7,362	7,730	8,117
			annual	72,673	76,310	80,127	84,137	88,345	92,764	97,404
PUBLIC WORKS INSPECTOR II	NON	88	hourly	38.61	40.54	42.56	44.69	46.93	49.28	51.74
			bi-weekly	3,088	3,243	3,405	3,576	3,754	3,942	4,139
			monthly	6,692	7,027	7,378	7,747	8,135	8,541	8,969
			annual	80,300	84,318	88,535	92,964	97,614	102,497	107,625

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

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CLASSIFICATION

	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PURCHASING PROGRAM MANAGER	NON	129	hourly	58.11	61.01	64.07	67.27	70.63	74.17	77.88
			bi-weekly	4,649	4,881	5,125	5,382	5,651	5,933	6,230
			monthly	10,072	10,576	11,105	11,660	12,243	12,856	13,499
			annual	120,864	126,909	133,257	139,922	146,919	154,267	161,983
PURCHASING SPECIALIST	NON	71	hourly	32.58	34.21	35.92	37.72	39.61	41.59	43.67
			bi-weekly	2,607	2,737	2,874	3,018	3,169	3,327	3,494
			monthly	5,647	5,930	6,227	6,538	6,865	7,209	7,569
			annual	67,769	71,159	74,719	78,457	82,383	86,505	90,832
REAL ESTATE PROGRAM MANAGER	NON	123	hourly	54.73	57.47	60.35	63.36	66.53	69.86	73.36
			bi-weekly	4,379	4,598	4,828	5,069	5,323	5,589	5,868
			monthly	9,487	9,962	10,460	10,983	11,533	12,109	12,715
			annual	113,846	119,540	125,520	131,797	138,390	145,312	152,579
REAL-TIME INFORMATION CENTER ANALYST I	NON	92	hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85
			bi-weekly	3,214	3,375	3,544	3,721	3,907	4,103	4,308
			monthly	6,964	7,313	7,678	8,062	8,466	8,889	9,334
			annual	83,570	87,750	92,140	96,749	101,588	106,670	112,006
REAL-TIME INFORMATION CENTER ANALYST II	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
REAL-TIME INFORMATION CENTER MANAGER	NON	124	hourly	55.28	58.05	60.95	64.00	67.20	70.56	74.09
			bi-weekly	4,423	4,644	4,876	5,120	5,376	5,645	5,927
			monthly	9,582	10,062	10,565	11,093	11,648	12,231	12,842
			annual	114,987	120,738	126,778	133,119	139,776	146,768	154,107
REAL-TIME INFORMATION CENTER OPERATOR	NON	61	hourly	29.49	30.96	32.51	34.14	35.84	37.64	39.52
			bi-weekly	2,359	2,477	2,601	2,731	2,868	3,011	3,162
			monthly	5,111	5,366	5,635	5,917	6,213	6,524	6,850
			annual	61,329	64,397	67,619	71,004	74,555	78,286	82,201
REAL-TIME INFORMATION CENTER SPECIALIST	NON	81	hourly	36.00	37.80	39.69	41.68	43.76	45.95	48.25
			bi-weekly	2,880	3,024	3,175	3,334	3,501	3,676	3,860
			monthly	6,240	6,552	6,880	7,224	7,586	7,965	8,364
			annual	74,884	78,628	82,562	86,693	91,030	95,583	100,364

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
REAL-TIME INFORMATION CENTER SUPERVISOR	NON	112	hourly	49.05	51.50	54.08	56.78	59.62	62.60	65.74
			bi-weekly	3,924	4,120	4,326	4,543	4,770	5,008	5,259
			monthly	8,502	8,927	9,374	9,842	10,335	10,852	11,394
			annual	102,020	107,123	112,482	118,108	124,015	130,218	136,731
RECEPTIONIST	NON	32	hourly	22.07	23.17	24.33	25.55	26.83	28.17	29.58
			bi-weekly	1,765	1,854	1,947	2,044	2,146	2,254	2,366
			monthly	3,825	4,017	4,218	4,429	4,650	4,883	5,127
			annual	45,901	48,198	50,610	53,143	55,803	58,594	61,526
RECYCLING AND WASTE MANAGER	NON	132	hourly	59.87	62.87	66.01	69.31	72.78	76.42	80.24
			bi-weekly	4,790	5,029	5,281	5,545	5,822	6,114	6,419
			monthly	10,378	10,897	11,442	12,014	12,615	13,246	13,908
			annual	124,533	130,761	137,302	144,169	151,380	158,951	166,900
RECYCLING AND WASTE SPECIALIST	NON	85	hourly	37.47	39.34	41.31	43.38	45.55	47.82	50.22
			bi-weekly	2,997	3,147	3,305	3,470	3,644	3,826	4,017
			monthly	6,494	6,819	7,160	7,519	7,895	8,290	8,704
			annual	77,932	81,831	85,924	90,222	94,736	99,475	104,452
RED LIGHT ENFORCEMENT TECHNICIAN	NON	R43	hourly	24.52	25.75	27.04	28.39	29.81	31.30	32.87
			bi-weekly	1,962	2,060	2,163	2,271	2,385	2,504	2,629
			monthly	4,250	4,463	4,686	4,921	5,167	5,425	5,697
			annual	51,002	53,554	56,233	59,046	62,001	65,102	68,360
REGISTERED VETERINARY TECHNICIAN	NON	61	hourly	29.49	30.96	32.51	34.14	35.84	37.64	39.52
			bi-weekly	2,359	2,477	2,601	2,731	2,868	3,011	3,162
			monthly	5,111	5,366	5,635	5,917	6,213	6,524	6,850
			annual	61,329	64,397	67,619	71,004	74,555	78,286	82,201
RISK MANAGEMENT SPECIALIST I	NON	63	hourly	30.08	31.59	33.17	34.82	36.57	38.40	40.32
			bi-weekly	2,406	2,527	2,653	2,786	2,925	3,072	3,225
			monthly	5,214	5,475	5,749	6,036	6,338	6,655	6,988
			annual	62,567	65,697	68,985	72,435	76,060	79,864	83,860
RISK MANAGEMENT SPECIALIST II	NON	73	hourly	33.24	34.90	36.65	38.48	40.41	42.43	44.55
			bi-weekly	2,659	2,792	2,932	3,078	3,233	3,394	3,564
			monthly	5,761	6,050	6,352	6,670	7,004	7,354	7,722
			annual	69,136	72,594	76,226	80,040	84,045	88,248	92,663
RISK PROGRAM MANAGER	NON	136	hourly	62.31	65.42	68.70	72.13	75.74	79.53	83.50
			bi-weekly	4,985	5,234	5,496	5,771	6,059	6,362	6,680
			monthly	10,800	11,340	11,907	12,503	13,128	13,785	14,474
			annual	129,598	136,080	142,886	150,033	157,537	165,415	173,688

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. ACCOUNTANT	NON	106	hourly	46.20	48.51	50.94	53.48	56.16	58.97	61.92
			bi-weekly	3,696	3,881	4,075	4,279	4,493	4,718	4,953
			monthly	8,008	8,408	8,829	9,271	9,734	10,221	10,733
			annual	96,094	100,901	105,949	111,247	116,813	122,655	128,790
SR. ACCOUNTING TECHNICIAN	NON	76	hourly	34.25	35.96	37.76	39.65	41.63	43.72	45.90
			bi-weekly	2,740	2,877	3,021	3,172	3,331	3,497	3,672
			monthly	5,936	6,234	6,545	6,873	7,217	7,578	7,957
			annual	71,237	74,802	78,544	82,472	86,599	90,930	95,480
SR. ADMINISTRATIVE ASSISTANT	NON	75	hourly	33.91	35.61	37.39	39.26	41.22	43.28	45.45
			bi-weekly	2,713	2,848	2,991	3,141	3,298	3,463	3,636
			monthly	5,878	6,172	6,480	6,805	7,145	7,502	7,878
			annual	70,531	74,059	77,763	81,655	85,739	90,028	94,532
SR. ANIMAL CARE TECHNICIAN	NON	53	hourly	27.22	28.58	30.01	31.52	33.09	34.75	36.49
			bi-weekly	2,178	2,287	2,401	2,521	2,647	2,780	2,919
			monthly	4,718	4,954	5,202	5,463	5,736	6,023	6,324
			annual	56,620	59,453	62,428	65,552	68,831	72,275	75,891
SR. ANIMAL SERVICES OFFICER	POA	PC	hourly	30.36	31.88	33.47	35.14	36.90	38.75	40.68
			bi-weekly	2,429	2,550	2,678	2,811	2,952	3,100	3,255
			monthly	5,262	5,525	5,802	6,092	6,396	6,716	7,052
			annual	63,147	66,304	69,620	73,098	76,754	80,592	84,622
SR. CIVIL ENGINEER	NON	134	hourly	61.08	64.13	67.34	70.71	74.24	77.96	81.86
			bi-weekly	4,886	5,131	5,387	5,657	5,940	6,237	6,548
			monthly	10,587	11,116	11,672	12,256	12,869	13,513	14,188
			annual	127,040	133,394	140,066	147,071	154,428	162,151	170,260
SR. CODE ENFORCEMENT OFFICER	NON	93	hourly	40.58	42.61	44.74	46.98	49.33	51.80	54.39
			bi-weekly	3,247	3,409	3,579	3,758	3,946	4,144	4,351
			monthly	7,034	7,386	7,755	8,143	8,551	8,978	9,427
			annual	84,409	88,631	93,063	97,719	102,607	107,740	113,129
SR. CUSTOMER SERVICE REPRESENTATIVE	NON	62	hourly	29.78	31.27	32.84	34.48	36.20	38.01	39.92
			bi-weekly	2,382	2,502	2,627	2,758	2,896	3,041	3,193
			monthly	5,162	5,420	5,692	5,976	6,275	6,589	6,919
			annual	61,944	65,045	68,298	71,716	75,304	79,071	83,026
SR. DEPUTY CITY ATTORNEY	NON	162	hourly	80.73	84.77	89.01	93.46	98.14	103.05	108.20
			bi-weekly	6,459	6,782	7,121	7,477	7,851	8,244	8,656
			monthly	13,994	14,694	15,429	16,201	17,011	17,861	18,755
			annual	167,928	176,326	185,145	194,406	204,127	214,336	225,055

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. ECONOMIC DEVELOPMENT ANALYST	NON	117	hourly	51.56	54.13	56.84	59.69	62.67	65.80	69.10
			bi-weekly	4,124	4,331	4,547	4,775	5,014	5,264	5,528
			monthly	8,936	9,383	9,853	10,346	10,863	11,406	11,977
			annual	107,235	112,599	118,231	124,146	130,355	136,873	143,720
SR. ENGINEERING TECHNICIAN	NON	R94	hourly	40.71	42.75	44.89	47.13	49.49	51.97	54.57
			bi-weekly	3,257	3,420	3,591	3,771	3,959	4,157	4,365
			monthly	7,057	7,410	7,781	8,170	8,579	9,008	9,458
			annual	84,683	88,919	93,367	98,038	102,942	108,092	113,498
SR. FINANCE AND BUDGET ANALYST	NON	117	hourly	51.56	54.13	56.84	59.69	62.67	65.80	69.10
			bi-weekly	4,124	4,331	4,547	4,775	5,014	5,264	5,528
			monthly	8,936	9,383	9,853	10,346	10,863	11,406	11,977
			annual	107,235	112,599	118,231	124,146	130,355	136,873	143,720
SR. GIS ANALYST	NON	110	hourly	48.08	50.48	53.01	55.66	58.45	61.37	64.44
			bi-weekly	3,846	4,039	4,241	4,453	4,676	4,910	5,155
			monthly	8,334	8,751	9,188	9,648	10,131	10,637	11,169
			annual	100,006	105,008	110,260	115,775	121,566	127,647	134,031
SR. HUMAN RESOURCES ANALYST	NON	117	hourly	51.56	54.13	56.84	59.69	62.67	65.80	69.10
			bi-weekly	4,124	4,331	4,547	4,775	5,014	5,264	5,528
			monthly	8,936	9,383	9,853	10,346	10,863	11,406	11,977
			annual	107,235	112,599	118,231	124,146	130,355	136,873	143,720
SR. INFORMATION SECURITY ENGINEER	NON	128	hourly	57.53	60.41	63.43	66.60	69.93	73.43	77.10
			bi-weekly	4,602	4,833	5,074	5,328	5,595	5,875	6,168
			monthly	9,972	10,471	10,995	11,544	12,122	12,728	13,365
			annual	119,664	125,649	131,935	138,533	145,463	152,738	160,377
SR. INFORMATION TECHNOLOGY ANALYST	NON	112	hourly	49.05	51.50	54.08	56.78	59.62	62.60	65.74
			bi-weekly	3,924	4,120	4,326	4,543	4,770	5,008	5,259
			monthly	8,502	8,927	9,374	9,842	10,335	10,852	11,394
			annual	102,020	107,123	112,482	118,108	124,015	130,218	136,731
SR. MAINTENANCE TECHNICIAN	NON	77	hourly	34.59	36.32	38.14	40.05	42.05	44.16	46.36
			bi-weekly	2,767	2,906	3,051	3,204	3,364	3,532	3,709
			monthly	5,996	6,296	6,611	6,942	7,289	7,654	8,036
			annual	71,952	75,551	79,332	83,299	87,467	91,843	96,437
SR. MANAGEMENT ANALYST	NON	117	hourly	51.56	54.13	56.84	59.69	62.67	65.80	69.10
			bi-weekly	4,124	4,331	4,547	4,775	5,014	5,264	5,528
			monthly	8,936	9,383	9,853	10,346	10,863	11,406	11,977
			annual	107,235	112,599	118,231	124,146	130,355	136,873	143,720

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

ALL CLASSES



CLASSIFICATION

	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. MULTIMEDIA SPECIALIST	NON	107	hourly	46.66	49.00	51.45	54.02	56.72	59.56	62.54
			bi-weekly	3,733	3,920	4,116	4,322	4,538	4,765	5,003
			monthly	8,088	8,493	8,918	9,364	9,832	10,324	10,840
			annual	97,059	101,913	107,011	112,363	117,983	123,884	130,081
SR. PLANNER	NON	112	hourly	49.05	51.50	54.08	56.78	59.62	62.60	65.74
			bi-weekly	3,924	4,120	4,326	4,543	4,770	5,008	5,259
			monthly	8,502	8,927	9,374	9,842	10,335	10,852	11,394
			annual	102,020	107,123	112,482	118,108	124,015	130,218	136,731
STREET MAINTENANCE SUPERVISOR	NON	103	hourly	44.84	47.08	49.44	51.91	54.50	57.23	60.09
			bi-weekly	3,587	3,766	3,955	4,153	4,360	4,578	4,807
			monthly	7,772	8,161	8,569	8,997	9,447	9,920	10,416
			annual	93,261	97,927	102,826	107,969	113,369	119,040	124,994
STREET SWEEPER OPERATOR	NON	73	hourly	33.24	34.90	36.65	38.48	40.41	42.43	44.55
			bi-weekly	2,659	2,792	2,932	3,078	3,233	3,394	3,564
			monthly	5,761	6,050	6,352	6,670	7,004	7,354	7,722
			annual	69,136	72,594	76,226	80,040	84,045	88,248	92,663
SUPERVISING CONSTRUCTION INSPECTOR	NON	102	hourly	44.39	46.61	48.94	51.39	53.96	56.66	59.50
			bi-weekly	3,551	3,729	3,916	4,111	4,317	4,533	4,760
			monthly	7,695	8,080	8,484	8,908	9,354	9,822	10,313
			annual	92,336	96,954	101,804	106,898	112,244	117,858	123,753
SUPERVISING FORENSIC INVESTIGATOR	POA	PR	hourly	47.78	50.17	52.68	55.31	58.08	60.99	64.03
			bi-weekly	3,823	4,014	4,215	4,425	4,647	4,879	5,123
			monthly	8,283	8,697	9,132	9,588	10,067	10,571	11,099
			annual	99,391	104,360	109,578	115,055	120,809	126,849	133,191
SUSTAINABILITY PROGRAM MANAGER	NON	122	hourly	54.19	56.90	59.75	62.74	65.87	69.17	72.63
			bi-weekly	4,335	4,552	4,780	5,019	5,270	5,534	5,810
			monthly	9,393	9,863	10,356	10,874	11,418	11,989	12,589
			annual	112,717	118,355	124,275	130,490	137,018	143,871	151,066
STUDENT INTERN		10	hourly	17.71	18.59	19.53	20.50	21.53	22.61	23.74
TRAFFIC CONTROL AND STREET LIGHTING SUPERVISOR	NON	106	hourly	46.20	48.51	50.94	53.48	56.16	58.97	61.92
			bi-weekly	3,696	3,881	4,075	4,279	4,493	4,718	4,953
			monthly	8,008	8,408	8,829	9,271	9,734	10,221	10,733
			annual	96,094	100,901	105,949	111,247	116,813	122,655	128,790
TRAFFIC SIGNAL TECHNICIAN I	NON	81	hourly	36.00	37.80	39.69	41.68	43.76	45.95	48.25
			bi-weekly	2,880	3,024	3,175	3,334	3,501	3,676	3,860
			monthly	6,240	6,552	6,880	7,224	7,586	7,965	8,364
			annual	74,884	78,628	82,562	86,693	91,030	95,583	100,364

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
TRAFFIC SIGNAL TECHNICIAN II	NON	91	hourly	39.78	41.77	43.86	46.05	48.36	50.77	53.31
			bi-weekly	3,182	3,341	3,509	3,684	3,868	4,062	4,265
			monthly	6,895	7,240	7,602	7,983	8,382	8,801	9,241
			annual	82,740	86,878	91,225	95,790	100,580	105,611	110,895
TRANSPORTATION PLANNING PROGRAM MANAGER	NON	122	hourly	54.19	56.90	59.75	62.74	65.87	69.17	72.63
			bi-weekly	4,335	4,552	4,780	5,019	5,270	5,534	5,810
			monthly	9,393	9,863	10,356	10,874	11,418	11,989	12,589
			annual	112,717	118,355	124,275	130,490	137,018	143,871	151,066
TREE AND OPEN SPACE COORDINATOR	NON	97	hourly	42.23	44.35	46.56	48.89	51.34	53.91	56.60
			bi-weekly	3,379	3,548	3,725	3,911	4,107	4,313	4,528
			monthly	7,320	7,687	8,071	8,475	8,899	9,344	9,811
			annual	87,844	92,238	96,853	101,698	106,785	112,126	117,734
UTILITIES LOCATOR	NON	82	hourly	36.36	38.18	40.09	42.10	44.20	46.41	48.74
			bi-weekly	2,909	3,055	3,207	3,368	3,536	3,713	3,899
			monthly	6,303	6,618	6,949	7,297	7,662	8,045	8,448
			annual	75,634	79,418	83,390	87,563	91,943	96,541	101,370
VETERINARIAN	NON	145	hourly	68.15	71.56	75.14	78.90	82.85	86.99	91.34
			bi-weekly	5,452	5,725	6,011	6,312	6,628	6,959	7,307
			monthly	11,813	12,404	13,025	13,676	14,360	15,078	15,832
			annual	141,759	148,850	156,296	164,112	172,320	180,937	189,987
VETERINARY ASSISTANT	NON	39	hourly	23.67	24.85	26.10	27.40	28.77	30.21	31.72
			bi-weekly	1,893	1,988	2,088	2,192	2,302	2,417	2,538
			monthly	4,102	4,308	4,523	4,750	4,987	5,237	5,499
			annual	49,228	51,690	54,278	56,994	59,846	62,842	65,985
VICTIM/WITNESS ADVOCATE	NON	66	hourly	31.00	32.55	34.17	35.88	37.68	39.56	41.54
			bi-weekly	2,480	2,604	2,734	2,871	3,014	3,165	3,323
			monthly	5,373	5,641	5,924	6,220	6,531	6,858	7,201
			annual	64,470	67,695	71,082	74,637	78,372	82,293	86,410
WASTE PROGRAM COORDINATOR	NON	95	hourly	41.40	43.47	45.64	47.93	50.32	52.84	55.48
			bi-weekly	3,312	3,478	3,652	3,834	4,026	4,227	4,439
			monthly	7,176	7,535	7,912	8,308	8,723	9,159	9,617
			annual	86,108	90,416	94,939	99,690	104,675	109,910	115,408



June 10, 2026

Mayor and Council Members:

I am pleased to submit for your review and consideration the Fiscal Year (FY) 26-27 Proposed Budget (Budget). The FY 26-27 Proposed Budget reflects the City's continued strong financial position and commitment to delivering high-quality services, investing in infrastructure, and advancing community priorities while maintaining long-term fiscal sustainability. The Proposed Budget reflects a balanced approach that prioritizes current service demands while maintaining flexibility to respond to future economic conditions and emerging community needs. It also avoids reliance on one-time solutions for ongoing operations and continues the City's practice of aligning recurring expenditures with sustainable revenue sources. This disciplined approach positions the City to maintain service levels and financial flexibility as economic conditions evolve over time.

The total Proposed Budget, including Capital Improvement Program (CIP) appropriations, reflects continued investment in City infrastructure, facilities, transportation improvements, parks, trails, and community amenities. As in prior years, a significant portion of the overall budget increase is attributable to multi-year capital projects and project rollover appropriations from the prior fiscal year.

Major budget priorities and investments in the FY 26-27 Proposed Budget include:

- Enhances public safety operations through continued investments in police staffing support, traffic safety improvements, red-light camera expansion, emergency response capabilities, technology modernization, and facility and equipment replacement needs.
- Advances major infrastructure and transportation projects, including the Kammerer Road Extension, Whitelock Parkway/State Route 99 Interchange, Lotz and Promenade Parkway improvements, Old Town Streetscape Phase 2, Laguna Creek Inter-Regional Trail projects, and annual pavement rehabilitation and street maintenance programs.
- Supports development of major community and facility projects, including the Permanent Homeless Shelter, Grant Line Business Park Sewer Line, Laguna Ridge and Southeast Policy Area park projects, library improvements, fleet electrification infrastructure, and critical drainage and pump station improvements.
- Continues implementation of Measure E community priorities and initiatives, including investments in public safety, roadway maintenance, homelessness response, economic development, parks, trails, and community enhancements.
- Maintains high-quality public services while supporting a structurally balanced long-range financial plan.
- Continues proactive funding of reserves and pension obligations to strengthen long-term fiscal sustainability while supporting organizational modernization, operational efficiency, transparency, and improved financial reporting capabilities.

The total Proposed Budget (including CIP) for FY 26-27, net of transfers and internal service costs, is \$491 million, which is \$80 million (19%) more than the FY 25-26 Budget of \$411 million. The net citywide budget increase from FY 26 to FY 27 is driven primarily by capital project activity, project timing, and reimbursable development-related expenditures rather than ongoing operating cost growth. Collectively, these items account for the majority of the year-over-year increase and reflect continued investment in infrastructure, transportation, housing, utilities, and community facilities throughout the City.

## General Fund Financial Overview

The City's proposed General Fund (discretionary) Budget is \$107.5 million for FY 26-27, which is about \$10.1 million (10.4%) more than the FY 25-26 Adopted Budget of nearly \$97.4 million. The \$10.1 million increase is not associated with Measure E funding. Although technically part of the General Fund, Measure E is budgeted distinctly and separately and is discussed further in the Budget. While the City continues to experience healthy revenue growth driven by ongoing development activity, economic expansion, and assessed valuation growth, long-range forecasts anticipate revenue growth will moderate over time as the community becomes more built out and development activity matures. Property tax growth is also expected to gradually level off from current elevated trends as assessed valuation growth stabilizes over the longer term.

Major cost drivers in the FY 26-27 Proposed Budget include:

### Compensation increases (\$4.1 Million)

Compensation costs increase in FY 26-27 primarily due to negotiated salary adjustments, rising retirement and healthcare costs, staffing additions, and ongoing operational needs. The largest driver is the 3.5% general salary increase, along with Police Officers Association market adjustments, step increases, increased overtime needs, the expiration of grant funds, requiring the transfer of positions into the General Fund, and the addition of four new General Fund positions. Benefit-related costs also continue to rise due to increases in CalPERS Unfunded Accrued Liability costs, healthcare premiums, and other employee benefit obligations.

### Internal Service Fees increasing (\$3.6 Million)

Internal Service costs increase in FY 26-27 primarily due to planned Facilities Capital investments related to City Hall renovation and facility improvements, along with increases in Facilities Operations, Fleet replacement and maintenance, and administrative technology support. Additional increases reflect ongoing investments in operational infrastructure and citywide support services necessary to maintain core municipal operations. A significant portion of the FY 26-27 increase is attributable to the one-time City Hall renovation effort, with costs anticipated to remain elevated through FY 27-28 before flattening and returning closer to typical operating levels thereafter.

### Capital Outlay increasing (\$834,000) largely driven by:

Capital Outlay increases in FY 26-27 primarily reflect planned one-time public safety and operational equipment purchases, including six new dispatch consoles (\$412,500), a vehicle and upfitting associated with a new Forensics Investigator position (\$107,000), and a truck and upfitting to support Police Department operations (\$74,000). The budget also includes new Civic Innovation and Sustainability programs including the electric police patrol vehicle pilot program (\$250,000), along with smaller offsetting increases and decreases across departments.

### Operational Expenses increases (\$1.4 Million) largely driven by:

Operational Expenses increase in FY 26-27 primarily due to biennial election costs (\$300,000), implementation of new budget software (\$350,000), expansion of red-light camera enforcement (\$197,000), subpoena tracking software (\$62,000), Employee Wellness services (\$42,000), Human Resources' compensation study and labor negotiation costs (\$100,000), and increased Lifeline Rate Subsidy funding solid waste rate assistance for income-qualified residents (\$100,000) along with other inflationary and operational cost increases necessary to support ongoing City services. Additional FY 26-27 initiatives include Climate Action Plan implementation, and a Library Reuse Feasibility Study and community outreach, AI staff training, and Earth Day programming and events (totaling \$195,000) along with other inflationary and operational cost increases necessary to support ongoing City services.

The City continues to maintain a strong General Fund reserve position in accordance with the adopted General Fund Reserve Policy, which establishes a Reserve for Economic Uncertainty target equal to 25% of adjusted appropriations and an Opportunity Reserve target of 5%. Together, these reserves provide financial flexibility to

respond to emergencies, economic uncertainty, operational disruptions, and strategic opportunities. Consistent with prior Council direction, reserve levels exceeding policy targets may be allocated toward Capital Reserves, Economic Development, and pension obligations. Beginning with the FY 25-26 year-end estimate and continuing throughout the forecast period, the City is transitioning from a fixed annual pension contribution approach toward a more strategic, policy-driven framework that directs a greater share of excess reserves toward pension liabilities when fiscal conditions permit, supporting long-term fiscal sustainability while preserving flexibility during periods of economic uncertainty.

The General Fund Five-Year Forecast assumes continued moderate economic growth throughout the forecast period. While inflation has moderated from recent historic highs, economic uncertainty remains due to evolving consumer behavior, interest rate conditions, global trade impacts, and broader economic volatility. The City’s major revenues, including Sales Tax and Property Tax revenues, are projected to remain stable with modest long-term growth assumptions incorporated throughout the forecast.

**General Fund Five-Year Forecast**

<b>\$ in 000s</b>	<b>FY 2026-27</b>	<b>FY 2027-28</b>	<b>FY 2028-29</b>	<b>FY 2029-30</b>	<b>FY 2029-31</b>
<b>Beginning Fund Balance</b>	<b>27,079</b>	<b>32,417</b>	<b>32,872</b>	<b>34,468</b>	<b>36,139</b>
Total Revenues	117,462	120,011	123,629	127,512	131,611
Total Expenditures	107,570	111,234	112,785	118,142	123,748
Contributions to/from Fund Balance	9,892	8,777	10,844	9,370	7,863
<b>Initial Ending Fund Balance</b>	<b>36,971</b>	<b>39,785</b>	<b>43,260</b>	<b>42,242</b>	<b>42,331</b>
Transfer to Capital Reserve	(2,981)	(3,684)	(5,194)	(3,887)	(3,096)
Transfer to Economic Development	(1,491)	(1,842)	(2,597)	(1,943)	(1,548)
Transfer to Pension Trust	(1,491)	(1,842)	(2,597)	(1,943)	(1,548)
Adjusted Appropriations	103,361	108,056	109,572	114,894	120,464
<b>Opportunity Reserve - 5%</b>	<b>5,168</b>	<b>5,403</b>	<b>5,479</b>	<b>5,745</b>	<b>6,023</b>
<b>Reserve for Economic Uncertainty - 25%</b>	<b>25,840</b>	<b>27,014</b>	<b>27,393</b>	<b>28,724</b>	<b>30,116</b>
<b>Total Ending Fund Balance</b>	<b>31,008</b>	<b>32,417</b>	<b>32,872</b>	<b>34,468</b>	<b>36,139</b>
Fund Balance as a % of Adjusted Appropriations	30%	30%	30%	30%	30%
Future Reserve Target Support	-	-	-	-	-
<b>Total Ending Fund Balance</b>	<b>32,499</b>	<b>34,259</b>	<b>35,469</b>	<b>36,412</b>	<b>37,687</b>

## City Council Strategic Priorities

In April 2025, the City Council adopted the following vision statement used to guide the development of this budget document:

***Elk Grove prioritizes a superior quality of life for all that builds upon the community's diversity and heritage through safe, welcoming, and connected neighborhoods, with a variety of residential, educational, and employment choices and amenities that create a sense of place.***

The City Council also adopted four strategic goals that form the basis of the FY 26-27 service plan. The following section highlights key elements of the service plan for each strategic goal:

**A vibrant community and sustainable economy with diverse businesses and amenities**

**A safe and resilient community**

**A high performing and financially stable City government**

**A city with infrastructure that meets its current and future needs**

Details about how the City's proposed budget aligns with these strategic priorities is outlined in departmental budgets starting on page 153.

## Measure E

Measure E continues to provide a transformational funding source that allows the City to make meaningful investments in priorities identified by the Elk Grove community. Measure E revenues support enhanced public safety services, homelessness response efforts, economic development initiatives, traffic and roadway improvements, parks and trail investments, environmental preservation, youth programs, and community enhancements.

The FY 26-27 Proposed Budget continues implementation of the expanded Measure E framework adopted by the City Council, including investments in:

- Reducing Crime and Improving Emergency Response
- Addressing Homelessness
- Enhancing Programs to Combat Youth Crime and Gang Prevention
- Maintaining Streets and Improving Traffic
- Clean and Safe Public Areas
- Economic Development
- Maintaining Parks
- Arts, Culture and Entertainment
- Affordable Housing
- Preservation of Natural Areas and Open Space
- Maintaining and Expanding Local Bike and Pedestrian Trails

The City continues to enhance Measure E transparency and accountability through expanded financial tracking and reporting processes. Beginning in FY 26-27, new organizational coding structures have been implemented to better align expenditures with specific Measure E priorities and initiatives, improving long-term reporting capabilities and public transparency. As Measure E transitions from initial program ramp-up into broader project delivery and service expansion, the City is increasingly focused on implementing and advancing the community priorities and initiatives approved by the City Council and supported by Elk Grove voters.

Measure E is projected to generate \$36 million in FY 26-27. The City and the Cosumnes Community Services District (Cosumnes CSD) share Measure E tax revenue pursuant to a tax-sharing agreement entered into in 2023. Twenty percent (20%) of annual revenues are first placed into a Priority Projects/Reserve intended to support future projects, strategic initiatives, and economic uncertainty. The remaining revenues are allocated among the voter-approved priority areas. The City receives 50% of total revenues, while Cosumnes CSD receives 30%. Of the Cosumnes CSD allocation, two-thirds support fire protection services and one-third supports parks and recreation services.

The Measure E Citizens Oversight Committee met on May 4, 2026, and found that the City's and Cosumnes CSD's expenditure plans continue to reflect the needs and priorities identified by the community. The FY 26-27 Measure E Expenditure Plan can be found on page 69 of the Proposed Budget.

## Capital improvement Program

The Capital Improvement Program reflects the City's continued commitment to maintaining and enhancing public infrastructure in a manner that supports community growth, economic vitality, mobility, and long-term quality of life. The City's multi-year capital planning process prioritizes both the preservation of existing assets and strategic investments that positions the City to meet future service demands and development needs.

The FY 26-27 through FY 31-32 Capital Improvement Program continues the City's investment in critical infrastructure, transportation, drainage, facilities, parks, and community amenities. The CIP emphasizes both maintaining existing infrastructure and delivering projects that support the City's continued growth and quality of life.

Major projects within the proposed CIP include roadway and interchange improvements, trail expansions, park development, facility improvements, traffic congestion relief projects, and continued investment in community-serving infrastructure.

Highlights of the CIP include:

**Elk Grove Library**

**City Hall Renovation (8401 Laguna Palms Tenant Improvements)**

**Laguna Creek Inter-Regional Trail**

**The Grant Line Business Park Sewer Line Project**

**Permanent Homeless Shelter Project**

**Fish Hatchery Site Restoration**

**Laguna Ridge and Southeast Policy Area Parks**

**Kammerer Road Extension Project**

**Fleet Electrification and EV Charging Infrastructure**

**Old Town Streetscape Phase II and Historic Main Street Improvements**

**Whitelock Parkway/State Route 99 Interchange Project**

**Lotz Parkway and Promenade Parkway Extension**

## Key Organizational Issues

The FY 26-27 Proposed Budget continues several significant organizational modernization and operational improvement initiatives currently underway throughout the organization.

These modernization initiatives are intended not only to improve operational efficiency, but also to strengthen organizational resiliency, enhance data-driven decision-making, improve transparency, and support more effective long-term financial planning and resource allocation across the organization.

During the current budget cycle, staff continued implementation of a comprehensive personnel budgeting and forecasting modernization effort designed to improve transparency, long-term forecasting accuracy, position management, and organizational reporting capabilities. In addition, the City initiated a budget software modernization effort intended to improve workflow automation, reporting, transparency, and long-range budget document development.

The Proposed Budget also reflects continued efforts to streamline and modernize the City's budget document by improving readability, reducing redundancy, enhancing transparency, and improving ADA accessibility and public usability.

**Compensation.** The Proposed FY 26-27 Budget accounts for anticipated compensation increases for represented and unrepresented employees. The City is under agreement with the Elk Grove Police Officers Association and Elk Grove Police Management Association through June 30, 2027, and has also developed a compensation plan for unrepresented employees that runs through June 30, 2027.

**Position Management.** There are 11 new full-time positions budgeted in 26-27: 4 positions funded by the General Fund, 4 funded from Measure E, and 3 funded from various funds in Public Works. All of the positions are listed below:

Department	Position	Funding Source	FTE
Finance	Senior Management Analyst	General Fund	1.0
Police	Forensic Investigator	General Fund	1.0
Police	Real Time Information Center Supervisor	General Fund	1.0
Police	Parking Enforcement Technician	General Fund	1.0
Police	Real Time Information Center Operator	Measure E	2.0
Police	Police Officer	Measure E	2.0
Public Works	Project Manager	Facilities Fund	1.0
Public Works	Traffic Signal Technician I/II	Various	1.0
Public Works	Street Sweeper Operator	Solid Waste Residential Fund	1.0
<b>TOTAL FTE</b>			<b>11.0</b>

**Note:** The two new Measure E-funded Police Officer positions reflected in the Position Management section are identified within the Measure E expenditure plan and Police Department narratives as a Traffic Detective position and a Motor Officer position based on their intended assignment and operational function.

The FY 26-27 Proposed Budget includes targeted position reclassifications, staffing adjustments, and funding realignments to better align resources with operational needs and service demands. Changes include reclassifications in Community Development, Economic Development, Police, and Public Works to support customer service, code enforcement, communications, technology-driven policing, and administrative functions, as well as the conversion of a part-time Customer Service Representative position within the Civic Center function to full-time status. The budget also transitions funding for two Police positions from the Supplemental Law Enforcement Services Fund to the General Fund to support ongoing operational needs and funding stability. Collectively, these changes improve organizational alignment and service delivery across departments. Detailed descriptions of each position change are included within the applicable department budget sections.

## Addressing Homelessness

The City recognizes that homelessness is a complex regional issue requiring coordinated, multi-disciplinary responses that balance compassionate services, housing stabilization, public safety, and neighborhood quality-of-life considerations. The FY 26-27 Proposed Budget continues the City's commitment to a balanced and proactive strategy focused on both immediate needs and long-term solutions.

The City continues to take a proactive and coordinated approach to addressing homelessness while maintaining the lowest rates of homelessness in Sacramento County. Building on the homelessness summary section first introduced in last year's budget document at the direction of the City Council, the FY 26-27 Proposed Budget continues to provide a consolidated overview of the City's homelessness-related programs, services, funding sources, and initiatives across all departments to improve transparency and provide a more comprehensive view of the City's efforts. The 2026 Point-in-Time Count identified 123 individuals experiencing homelessness within City limits. The City remains committed to balancing compassionate services and outreach with protecting the health, safety, and quality of life of the community.

Current efforts include homelessness prevention, navigation and outreach services, interim shelter operations, transitional and permanent housing assistance, Homeless Outreach Team operations, and encampment cleanup activities. The FY 26-27 Budget continues funding for these initiatives and ongoing planning for a future permanent homeless shelter. Measure E includes a \$7 million set-aside for the future shelter facility, with additional funding anticipated from future Measure E allocations and grant sources as the project advances. Collectively, these efforts reflect a comprehensive strategy focused on prevention, outreach, housing stabilization, public safety coordination, and long-term solutions for vulnerable residents.

The FY 26-27 Expenditure Plan for Addressing Homelessness can be found on page 87 of the Proposed Budget.

## **Conclusions & Acknowledgments**

Preparation of the Proposed Budget requires significant coordination and collaboration across the organization. I would like to thank Budget Manager Nathan Bagwill and Finance and Budget Analysts Matt Ruiz and Cecilia Long for their hard work and dedication in preparing this document, the long-range financial forecast, the Measure E expenditure plan, and the numerous supporting financial analyses that inform the City's decision-making process. I also want to recognize Assistant City Manager Jaqui Guzmán, Finance Director Rajneil Prasad, and the entire Finance Department for their leadership, support, and collaboration throughout the budget development process. Finally, I want to thank all City departments for their partnership, responsiveness, and continued commitment to fiscal responsibility, innovation, and operational excellence.

The FY 26-27 Proposed Budget reflects the collective efforts of City staff across all departments to responsibly manage public resources while continuing to deliver high-quality services to the Elk Grove community. The budget development process required thoughtful collaboration, careful prioritization, and ongoing evaluation of both current operational needs and long-term organizational goals.

Finally, I would like to thank the Mayor and City Council for your leadership, policy direction, and continued commitment to maintaining the City's strong financial position while investing in the Elk Grove community.

My Staff looks forward to working with the City Council and community throughout the budget review and adoption process. Please contact me with any questions regarding the Proposed FY 26-27 Budget.

Respectfully submitted,



Jason A. Behrmann

City Manager

**City of Elk Grove**

**Fiscal Year 2026-2027 Budget**

**2026-2031 Capital Improvement Program**

Due to size, these documents may be viewed and downloaded from the City's website.  
Copies are also available at local libraries and in the Office of the City Clerk.



# City of Elk Grove Compensation Policy for Unrepresented Employees

No. 1600-013

<b>Date: 7/26/2023</b>	<b>Department: Human Resources</b>	<b>Authority: City Manager</b>
<p>This Administrative Policy is issued under the authority vested in the City Manager and shall remain in place unless and until rescinded or superseded.</p>		<div style="text-align: center;"> <hr style="width: 80%; margin: 5px auto;"/> <p><b>Jason Behrmann,</b> City Manager</p> </div>

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## **POLICY STATEMENT**

The City intends to provide responsive, cost-effective, and innovative local government services. A highly qualified, performance-oriented, and motivated workforce that reflects the community is critical.

The primary goals of this Policy are to provide the City and employees with a structured plan for compensation adjustments that is data-driven, transparent, fiscally responsible, and enhances the City's ability to attract and retain a diverse and highly qualified workforce.

The Policy includes the following principles:

- Salary ranges should keep pace with the labor market.
- Salary ranges should be adequate to attract and retain a diverse and qualified workforce.
- Salary ranges should be set at the Target Salary Range.
- Employee salary step adjustments are based on annual satisfactory performance evaluations.

## **DEFINITIONS**

**80<sup>th</sup> Percentile:** A value in a set of numerical scores which has 80% of all values below it. Please [refer](#) to this video to learn more about percentiles.

**Benchmark Classification:** Typically the journey-level in a classification series, a benchmark class is normally chosen to reflect a spectrum of class levels. In addition, those that are selected normally include classes that are most likely to be found in other similar agencies, and therefore provide a sufficient valid sample for analysis.

**Labor Market:** A list of agencies identified by the City as comparable for purposes of conducting a total compensation salary survey.

**Non-Benchmark Classification:** For classifications that are not benchmarked or had insufficient data, internal alignments with other classifications are considered, either in the same class series or those classifications that have similar scope of work and/or level of responsibility, based on internal equity and relationship principles.

**Target Salary Range (TSR):** Based on the results of the biennial total compensation salary survey, the TSR for City classifications is within five percent (5%) above or five percent (5%) below the 80<sup>th</sup> percentile of the labor market.

**Total Compensation Salary Survey:** Biennial survey of the total compensation (salary and benefits) paid to similar benchmark classifications by comparable agencies.

## **SALARY AND WAGE PLAN PREPARATION**

Every two (2) years the City will conduct a total compensation salary survey of identified benchmark classifications to evaluate the competitiveness of the City's total compensation package (salary and benefits). Subject to the parameters outlined in this Policy and the Personnel Rules and Regulations as well as taking into consideration the most recent salary survey and availability of funding, the City Manager will annually present a proposed adjusted Salary Schedule to the City Council for consideration, which the City Council may accept, decline, or modify, all in the City Council's discretion. Any adjusted Salary Schedule will become effective upon adoption by the City Council, or other date authorized by the City Council in the approving resolution.

## **BIENNIAL TOTAL COMPENSATION SALARY SURVEY**

For purposes of conducting the biennial salary survey, the following twelve cities and one county will be surveyed every other year:

- Antioch
- Citrus Heights
- Davis
- Fairfield
- Folsom
- Lodi
- Rancho Cordova
- Rocklin
- Roseville
- Sacramento (City)
- Sacramento (County)
- Tracy
- Vacaville

## **SALARY ADJUSTMENT PLAN JULY 1, 2023 – JUNE 30, 2027**

The salary adjustment plan is based on the San Francisco-Oakland-Hayward, 12-month percent changes Consumer Price Index (CPI) for February annually, with a floor and ceiling, as well as consideration of the 80<sup>th</sup> percentile as outlined in the salary adjustment schedule on page 4.

The annual salary adjustment floor and ceiling is as follows:

- July 2023: 2% - 5% (Total Compensation Salary Survey)
- July 2024: 2% - 4%
- July 2025: 2% - 4% (Total Compensation Salary Survey)
- July 2026: 2% - 4%

For example: If the CPI in February 2024 is 1.5%, employees will receive a 2% General Salary Increase/Cost-of-Living Adjustment (GSI/COLA); if the CPI is 5%, employees will receive a 4% GSI/COLA; and if the CPI is 2.3% employees will receive a 2.3% GSI/COLA.

Once the CPI is determined each year, GSI/COLA salary adjustments will be implemented in accordance with parameters outlined in the salary adjustment schedule below, which are based on the most recent salary survey results. All pay adjustments will be effective the first pay period in July each year.

## SALARY ADJUSTMENT SCHEDULE

This Policy provides consideration of the 80<sup>th</sup> percentile by providing salary adjustments in accordance with parameters outlined in the table below based on the most recent salary survey results. This is designed to bring all positions within the target salary range of the 80<sup>th</sup> percentile and provides compensation increases to all employees regardless of salary survey results, to help mitigate the impacts of inflation.

SALARY SURVEY RESULTS (PER CLASSIFICATION)	ADJUSTMENT RECEIVED
Classification is within the Target Salary Range	Year 1 and Year 2: GSI/COLA
Classification is five percent (5%) or more below the 80 <sup>th</sup> percentile of the labor market	Year 1: GSI/COLA + market salary adjustment of approximately one-half (½) of the amount that would bring the classification to the TSR (e.g., if the total amount needed to bring the classification to the TSR is 7.4%, this will be rounded to 7%, and will be split as follows: 4% in Year 1, 3% in Year 2)  Year 2: GSI/COLA + market salary adjustment of the remaining amount needed to bring the position to the TSR.
Classification is five percent (5%) or more above the 80 <sup>th</sup> percentile of the labor market	Year 1 and Year 2:  GSI/COLA as follows each year: <ul style="list-style-type: none"> <li>• 1% general salary increase</li> <li>• Remainder of GSI/COLA as a supplemental payment in the form of a special leave bank<sup>1</sup> that will automatically cash out in the paycheck that includes August 31<sup>st</sup> each year.</li> </ul>

This process repeats in year 3 and 4, beginning with a new Total Compensation Salary Survey in 2025.

<sup>1</sup> The supplemental payment will be paid in the form of Additional Paid Leave. Additional Paid Leave may be used as normal discretionary leave – however, all other discretionary leave (i.e., annual leave, administrative leave, compensatory time off, etc.) must be used before the use of Additional Paid Leave. Additional Paid Leave will be granted on the same paycheck as the GSI/COLA and any accrued, but unused Additional Paid Leave, will be cashed out on the pay period including August 31 of that same calendar year.

## **Salary Adjustments for Non-Benchmarked Classifications**

When a classification is not benchmarked or yields insufficient data during the total compensation salary survey, the salary adjustment will be the same as the benchmarked classification it is directly tied to.

## City of Elk Grove – City Council

### NOTICE OF PUBLIC HEARING

**NOTICE IS HEREBY GIVEN** that on **Wednesday, June 10, 2026 at 6:00 p.m.**, or as soon thereafter as the matter may be heard, at the City Hall Council Chambers, 8400 Laguna Palms Way, Elk Grove, California, the City Council of the City of Elk Grove shall hold a public hearing whereby oral and written presentations may be made and consideration given in regard to adoption of the Budget for Fiscal Year (FY) 2026-27, and the Capital Improvement Program (CIP) for Fiscal Years (FYs) 2026-27 through 2030-31.

The Budget recommendations for the coming year are based upon the Mission, Vision and Goals for FY 2026-27 approved by the City Council on April 9, 2025. Key themes of the FY 2026-27 Budget are noted below:

- Maintains and enhances the level of service to the residents of Elk Grove, with continued focused efforts on public safety, affordable housing/homelessness, traffic, and economic development.
- Establishes a sustainable, structurally balanced fiscal plan throughout the five-year forecast period.
- Provides funding for and programming of City Council Priority Projects.
- Continues to increase reserves based on the adopted General Fund Reserve Policy based on fiscal best practices.

The Council will also consider amendments to the appropriations limit and the appropriations subject to the limit pursuant to Article XIII B of the California Constitution for FY 2026-27. Documentation used in the determination of the appropriations limit is available upon request at the Office of the City Clerk, 8401 Laguna Palms Way, 1<sup>st</sup> Floor, Elk Grove, CA, 95758.

The proposed CIP includes but is not limited to the following types of projects:

#### Alternative Transportation Modes

Examples of improvements for this type of project include:

- Trails
- Curb ramps (installations or retrofits)
- Bike lanes or bike routes
- Americans with Disabilities Act (ADA) improvements
- Sidewalk infill

#### Community Enhancements

Examples of infrastructure that undergo improvements of this project type are:

- Landscaping
- Parks
- Plazas
- Street Lighting

#### Drainage

Examples of infrastructure that undergo improvements of this project type are:

- Culverts
- Creeks
- Roadside ditches
- Weirs
- Stream gauges
- Underground drainage systems
- Outfalls
- Flood control facilities/levee improvements
- Channels/swales
- Erosion and sedimentation control
- Detention basins
- Water quality features
- Pump stations

## Facilities

Examples of facilities that undergo improvements of this project type are:

- City Hall Campus
- Corporation Yard
- Animal Shelter
- District56
- Special Waste Collection Center (SWCC)
- Teen Center
- Other City Facilities
- 9260 Elk Grove Blvd. Library Improvement Project

## Transportation

Examples of facilities or improvements of this project type are:

- Roads (new construction or widening)
- Pavement resurfacing or reconstruction
- Traffic control (signing, striping, signals, and roundabouts)
- Intelligent Transportation Systems (ITS)
- Traffic calming (traffic circles, speed control)

Information regarding this item is available by contacting Budget Manager Nathan Bagwill at 916-627-3361 or by email at [nbagwill@elkgrovecity.gov](mailto:nbagwill@elkgrovecity.gov).

All interested persons are invited to present their views and comments on this matter at the public hearing.

If you challenge the subject matter in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice or in written correspondence delivered to the City Clerk, 8401 Laguna Palms Way, 1<sup>st</sup> Floor, Elk Grove, CA, 95758, at or prior to the close of the public hearing.

Dated / Published: May 29, 2026

JASON LINDGREN  
CITY CLERK, CITY OF ELK GROVE

### **ADA COMPLIANCE STATEMENT**

**In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Office of the City Clerk at (916) 478-3635. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.**

OWNER	CONTACT	ADDRESS	CITY	STATE	ZIP
Adams Broadwell Joseph & Cardozo	Janet Laurain	601 Gateway Boulevard, Suite 1000	South San Francisco	CA	94080-7037
Adams Broadwell Joseph & Cardozo	Jeanne K. Grube	520 Capitol Mall, Suite 350	Sacramento	CA	95814
Adams Broadwell Joseph & Cardozo	Rachel L. Levine	601 Gateway Boulevard, Suite 1000	South San Francisco	CA	94080-7037
AT&T	Astrid Willard	2700 Watt Ave Rm 3473-11	Sacramento	CA	95821
CA Dept. of Fish and Wildlife	Tanya Sheya	1701 Nimbus Rd., Ste. A	Rancho Cordova	CA	95670
Caltrans District 3, Planning and Local Assistance	Doug Adams	703 B Street	Marysville	CA	95901
Cosumnes Fire Department	Morgana Yahnke	10573 E. Stockton Blvd.	Elk Grove	CA	95624
Cosumnes Parks & Recreation	Paul Mewton	8820 Elk Grove Blvd. Ste. #3	Elk Grove	CA	95624
CRWQCB	Liz Lee	11020 Sun Center Dr. #200	Rancho Cordova	CA	95670-6114
Elk Grove Unified School District	Pham Saechao; Christopher Bohrer	9510 Elk Grove-Florin Road	Elk Grove	CA	95624
Elk Grove Water District	Bruce Kamilos	9829 Waterman Rd.	Elk Grove	CA	95624
Frontier	Kirby Bernard	9260 E. Stockton Blvd	Elk Grove	CA	95624
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Northern California Carpenters	Katie Boyd	265 Hegenberger Rd., Suite 220	Oakland	CA	94621
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Richland Planned Communities	Aaron Ross-Swain	3000 Lava Ridge Ct., Ste 115	Roseville	CA	95661
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Sacramento Area Sewer District	Amandeep Singh	10060 Goethe Road	Sacramento	CA	95827
Sacramento County Water Agency	Bob Gardner; Bob Steeg	827 Seventh Street Rm 301	Sacramento	CA	95814
SMUD	Rob Ferrera	6201 S Street, MS B203	Sacramento	CA	95817
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